DOCUMENT RESUME

ED 200 259 JC 810 070

AUTHOR Hayward, Gerald C.; Barbarita, Juana

TITLE Report to the State Legislature on the Progress of the California Community Colleges Affirmative Action Program.

INSTITUTION California Community Colleges, Sacramento. Office of the Chancellor.

PUB DATE Jan 81

NOTE 109p.; Tables with small type may not reproduce well.

EDRS PRICE MF01/PC05 Plus Postage.

DESCRIPTORS *Affirmative Action; American Indians; Asian Americans; Blacks; *Community Colleges; *Compliance (Legal); *Employment Patterns; Employment Practices; Ethnic Distribution; Females; Hispanic Americans; Personnel Policy; Sex Fairness; *State Legislation; Tables (Data); Two Year Colleges

IDENTIFIERS *California

ABSTRACT

Pursuant to the California Education Code, Sections 87100-87106, this report summarizes the progress made by the 70 California community college districts in meeting affirmative action regulations calling for the establishment of district hiring programs aimed at increasing the number of women and ethnic minorities employed at all levels of responsibility. The report first examines the legal responsibility of the Office of the Chancellor to monitor district compliance; the effect of current fiscal constraints on this compliance; and the cooperative efforts of the districts to improve compliance. District compliance as of mid-1980 is then examined, followed by a summary of four major problem areas revealed at the 35 districts which were not in full compliance: failure to conduct workforce analyses; failure to identify district employment goals; failure to establish affirmative action advisory committees; and failure to provide adequate staffing for affirmative action offices. The report then examines changes in the percentages of positions held by women, Blacks, Hispanics, Asians, and American Indians from 1977 through 1979. For each group, employment trends are examined in seven professional and non-professional categories. The report concludes with an examination of the role of the Chancellor's Office in securing district compliance and with recommendations for further legislation. Data for each district are appended. (JP)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED200259

REPORT TO THE STATE LEGISLATURE ON THE PROGRESS OF THE CALIFORNIA COMMUNITY COLLEGES AFFIRMATIVE ACTION PROGRAM

January 1981

Gerald C. Hayward
Chancellor

Juana Barbarita
Administrator for Affirmative Action Programs
California Community Colleges

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it.

[✓ Minor changes have been made to improve reproduction quality.]

- Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
G. Hayward

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

JC 810 070

TABLE OF CONTENTS

Page

I. Introduction 2

II. Background 2

III. A. District Progress in Adoption of Affirmative Action Programs 4

III. B. Summary of Compliance with Written Plan Requirements. . . . 6

IV. Progress of the California Community Colleges in Hiring and Retaining Women and Ethnic Minority Persons, 1977-79 7

V. Chancellor's Office Role in Securing District Compliance . . . 18

VI. Community Colleges Employment Goals for 1981-82 19

VII. Recommendations for Legislative Consideration 20

VIII. Appendices 21

A. Districts in Partial Compliance with Written Plan Requirements, 1980

B. Progress by Districts in Hiring and Retaining Women and Ethnic Minority Persons, 1977-79

C. Definitions of the EEO-6 Job Categories

D. Definitions of Ethnic Minority Persons

E. Senate Bill 1620

AG 57

AFFIRMATIVE ACTION AD HOC REVIEW COMMITTEE
1979-80

LUE EVERS
North Orange County Community College District

LESTER JOHNSON
Chaffey Community College

LINDSEY JOHNSON
State Center Community College District

ESTHER KRONOVET
Palomar College

SYLVESTER LYON
San Diego Community College District

TONY TORRES
Cabrillo College

JUANA BARBARITA (Staff)
Administrator for Affirmative Action Programs
Committee Chairperson

I. Introduction

The Board of Governors adopted regulations (Title 5, California Administrative Code) in 1977, as a statement to the California Community Colleges that all seventy districts were to adopt and implement programs for increasing the number of women, ethnic minority persons, and the handicapped at all levels of responsibility. The directive to all districts was accompanied by guidelines to consolidate and clarify existing Federal and State regulations. The guidelines included the essential elements of an affirmative action plan and techniques for its implementation. Emphasis was placed on the need for local governing boards and chief administrators to establish clear policies of equal employment opportunity supported by effective affirmative action programs.

In September 1978 the Education Code was amended to add state mandates for district employment affirmative action programs. These Education Code sections placed greater emphasis on the need to overcome underrepresentation of protected group members through the adoption of goals and timetables and changed the due dates for policy statements and plans.

This report to the Legislature is the response to Section 87104 of the Education Code.

II. Background

Pursuant to Education Code sections 87100-87106 (SB 1620, Chapter 766, Statutes of 1978, see Appendix G), the Chancellor's Office is charged with the responsibility of presenting a report to the Legislature every two years on the progress of the seventy community college districts in their employment affirmative action programs.

> 87104. The Office of the Chancellor of the California Community Colleges, out of funds appropriated for such purposes, (1) shall provide assistance to local community colleges in adopting and maintaining high-quality affirmative action programs; (2) report to the Legislature, by July 1, 1980, regarding the number of districts which have adopted and are maintaining affirmative action programs, including the effectiveness of such programs in meeting the intent of this article; and (3) develop and disseminate to public community college districts guidelines to assist such agencies in developing and implementing affirmative action employment programs.

The Chancellor's Office provides "...assistance to local community colleges in adopting and maintaining high quality affirmative action programs..." in various ways. Guidelines provide specific instructions for the development of district employment affirmative action programs. In-service training is provided at regional meetings to district affirmative action officers. A yearly conference provides an overview of the various affirmative action efforts on-going in the California Community Colleges. College visitations by the Administrator for Affirmative Action Programs are made to encourage districts in their affirmative action efforts. Communication with district administrators is ongoing by means of written memoranda and oral presentations at meetings with special interest groups.

Since July 1979 the Chancellor's Office staff and the Affirmative Action Ad Hoc Review Committee have evaluated the written affirmative action plans submitted by the districts. These written evaluations have provided feedback to districts and have served as the basis for further dialogue on district programs. All districts have continued to develop their programs, albeit at various rates.

Pursuant to Education Code sections 87100-87106, the local governing boards for each of the seventy community college districts must develop and implement an employment affirmative action program for increasing the numbers of women and ethnic minority persons at all levels of responsibility. Additionally, these code provisions prohibit discrimination in employment based on race, sex, color, religion, age, handicap, ancestry, or national origin. Further, the Board of Governors of the California Community Colleges is directed to adopt rules and regulations pertaining to employment affirmative action programs to carry out the intent of the Legislature.

The Board of Governors adopted affirmative action regulations specify that an employment process must be free from bias due to race, color, religion, sex, national origin, age, marital status, or handicap. All district programs reflecting this commitment state so in their affirmative action policy statements.

The seventy community college districts comprise a system of two-year institutions of higher education that are locally administered by chief executive officers pursuant to policies set by locally elected governing boards within state and federal laws. The California Community Colleges, the largest system of institutions of higher education in the world, employs approximately 35,000 full-time employees and approximately 30,000 part-time or temporary employees. (See Appendix B for ethnic and sexual analysis.) During the last few years, the financial support for the districts has shifted from primarily a local property tax-supported base to a state-supported base. Concurrently, efforts to provide equal employment opportunity to applicants and employees and to increase the numbers of under-represented ethnic minorities and women through affirmative action programs have increased.

The degree of commitment to district affirmative action programs during this period of diminishing revenues is reflected in those districts that have made progress in hiring and retaining women and ethnic minorities as shown in Appendix B. One caveat in the interpretation of these numbers is that some districts with commitment may not have had any hiring opportunities during the period covered by this report.

District personnel have been very responsive to the need to provide a communication network to facilitate the integration of affirmative action programs into district personnel selection systems. Groups of community college districts have organized into three principal consortia to exchange information, to share in-service training resources, to increase recruitment efforts, to provide for dissemination of written materials, to discuss employment issues, and to provide feedback to the Chancellor's Office. The three affirmative action consortia are the Community College Consortium/Affirmative Action, the Statewide Employment Applicant Research and Clearing House (SEARCH) and the Affirmative Action Council of the San Diego and Imperial Counties Community College Association.

The Community College Consortium/Affirmative Action includes representatives from approximately thirty college districts located in the counties of Los Angeles, Orange, San Bernardino, Riverside, and Kern.

The SEARCH consortium includes representatives from approximately sixteen college districts located primarily in the greater San Francisco Bay area. SEARCH is an experiment in cooperative recruitment among its member districts.

The Affirmative Action Council of the San Diego and Imperial Counties Community College Association includes representatives from six college districts located primarily in the southernmost part of the state.

These affirmative action consortia function on a voluntary basis and reflect the dedicated efforts of local district personnel.

The Chancellor's Office Advisory Committee on Affirmative Action, composed of district affirmative action officers who have been effective in implementing affirmative action programs in their local community colleges, provides imput and feedback to the Chancellor's Office. This committee includes a student representative.

III.A District Progress in Adoption of Affirmative Action Programs

District progress in the adoption of high quality affirmative action programs may be measured in different ways. One way to measure the progress is to determine the number of districts that have adopted affirmative action programs that satisfy a given number of previously identified standards such as those standards specified in the Title 5 regulations and guidelines. Along with this evaluation of district plans one could consider the actual numbers of women and ethnic group persons hired and retained during a given period in the determination of the effectiveness of a district's program. On-site visitations to colleges to confirm the updating of personnel practices would also be a desirable method for measuring the effectiveness of programs.

The Affirmative Action Ad Hoc Review Committee has been evaluating district plans since July 1979, following a series of regional and statewide in-service meetings of district affirmative action officers in the first half of calendar year 1979. Subsequently, many districts were informed in August, 1979, that their district plans and programs needed updating as well as upgrading to certain standards.

One should note that the evaluation of a written plan is not to be construed as an evaluation of actual personnel practices operational in any given district. However, it would be very difficult, but certainly not impossible, to hypothesize the existence of an effective district affirmative action program that was not based on a well-written plan that had the support of the chief administrator. It is commitment to the concept of affirmative action that is most important as demonstrated through measureable results.

The evaluation letters were received by local administrators who undertook steps to revise district programs in a spirit of cooperation amid much discussion and communication, especially with respect to the goal-setting process for ethnic minorities and women in terms of numbers and percentages. The passage of Proposition 13 and the impending economic recession constrained local district and state efforts somewhat during fiscal year 1979-80. However, districts were reassured that any employment goals established for the prescribed three-year period would be subject to the availability of vacancies due to retirements and regular turnover.* Moreover, the concern about providing equal employment opportunity to all qualified applicants was especially stressed as less money was available for district personnel needs.

A second evaluation of district plans was conducted during the first half of calendar year 1980. These evaluations indicated that the following thirty-five districts in Table A are currently in full compliance with the written plan requirements.

TABLE A

Districts in Full Compliance with Written Plan Requirements, 1980

Antelope Valley
Barstow
Cabrillo
Chaffey
Citrus
Compton
Fremont-Newark
Gavilan
Lassen
Long Beach
Merced
Mira Costa
Mt. San Antonio
Mt. San Jacinto
North Orange
Rancho Santiago
Redwoods
Rio Hondo
Riverside
San Bernardino
San Diego
San Joaquin Delta
San Luis Obispo
San Mateo
Santa Barbara
Santa Clarita
Santa Monica
Shasta-Tehama-Trinity
Siskiyou Joint
State Center
Solano
Sonoma
Victor Valley
Yuba
West Kern

---

*District personnel will report progress toward district employment goals in annual reports to the local governing boards concerning any vacancies that occur or if any new positions are created.

In addition to the written plan, each district has the important responsibility of proper implementation of the affirmative action program. More than meeting mere paper requirements is necessary if progress is to be achieved.

In addition to districts in full compliance of the written plan requirement are the remaining districts that are continuing to work on their plans and programs. Approximately seven districts have only one area to upgrade; six districts have two areas to upgrade; three districts have three areas to upgrade; and seventeen districts have four or more areas to upgrade prior to a re-evaluation in 1981. Appendix A contains the list of districts in partial compliance.

III.B Summary of Compliance With Written Plan Requirement

Thirty-five are in full compliance with the written plan requirement and thirty-five are in partial compliance. Generally speaking, the district areas of noncompliance center around four main areas:

1. Failure to conduct an adequate workforce analysis of district employees.

   The district workforce analysis is a listing of all job titles under seven job categories in terms of the ethnicity, sex and salary level of the incumbents holding the jobs (see Appendix C).

   Some districts have reported lack of staff time to provide the information requested even though reporting forms were supplied to all districts in October, 1979, based on the affirmative action regulations and guidelines adopted in July 1977.

2. Failure to prepare and adopt district employment goals.

   Undoubtedly, the process of setting appropriate employment goals for the seven job categories is very difficult given the economic climate in the wake of Proposition 13 and the uncertainty of district revenue levels. However, district personnel have received technical assistance based on the assumption that some turnover would occur due to retirements and normal attrition. Further, some districts have been reluctant to use statistics from the 1970 census of the California workforce. The expectation is that district goals will be set and adopted when the 1980 census statistics become available. The Chancellor's taskforce will provide imput on the appropriate availability levels for the various job categories.

   Districts need to adopt employment affirmative action goals for each of the seven job categories, from superintendents to the maintenance persons. District goals must delineate target levels for each of the four ethnic minority groupings and for all women.

3. Failure to provide for a district affirmative action advisory committee with wide representation including ethnic minorities, women, and the handicapped whenever possible.

Although some districts indicated that meetings with advisory groups were held, nevertheless, they did not provide for the establishment of a committee to meet on a regular basis each year nor that protected group members were to be included in the membership.

4. Failure to provide an affirmative action office with adequate staffing and with the reporting responsibility of the district affirmative action officer to the chief district administrator.

Some districts indicated a lack of adequate resources to provide for an affirmative action officer. However, some of the districts which had inadequate plans have committed additional resources to affirmative action and have materially improved. District administrators have reallocated staffing assignments and modified reporting responsibilities as a demonstration of their affirmative action commitment. A separate person serving as affirmative action officer ensures, more than most other factors, that a district will have a viable affirmative action program.

IV. Progress of the California Community Colleges in Hiring and Retaining Women and Ethnic Minority Persons, 1977-1979*

On the basis of recently available EEO-6 data, California Community Colleges have progressed toward greater utilization during 1977-1979 of protected group members employed full-time in the three professional job categories (executive/administrative/managerial, faculty and other related staff, and professional non-faculty) as well as in the non-professional job categories (secretarial/clerical, technical/paraprofessional, skilled crafts, and service/maintenance). The EEO-6 data is derived from statistical information provided by the districts once every two years. Seven job categories are used to account for every job classification in institutions of higher education. These seven job categories are defined in Appendix C.

System-wide, in 1977 women in all full-time job categories held 15,903 positions out of a total 36,372 positions, or 43.7% of the positions. In 1979, women in all full-time job categories held 15,545 positions out of a total 34,946 positions, or 44.4% of the positions.

In 1977, women in full-time professional job categories held 6,512 positions out of a total 20,473 full-time professional positions, or 31.8% of the positions. In 1979, women in full-time professional job categories held 6,357 positions out of a total 19,733 full-time professional positions, or 32.2% of the positions.

In 1977, women in full-time non-professional job categories held 9,391 positions out of a total 15,899 full-time non-professional positions, or 59.0% of the positions. In 1979, women in full-time non-professional job categories held 9,188 positions out of a total 15,213 full-time non-professional positions, or 60.3% of the positions.

---

*Ethnic minority persons, as defined by Equal Employment Opportunity Commission Federal definitions, are in Appendix D.

TABLE B

CALIFORNIA COMMUNITY COLLEGES
Full-time Employees
Systemwide
October, 1979

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	2,384	1,914	80.3	1,615	67.7	122	5.1	115	4.8	46	1.9	16	0.7	470	19.7	389	16.3	43	1.8	13	0.5	20	0.8	5	0.2
1979	2,480	1,945	78.4	1,605	64.7	138	5.6	141	5.7	47	1.9	14	0.6	535	21.6	427	17.2	57	2.3	21	0.9	25	1.0	5	0.2
Difference	+96	+31	-1.9	-10	-3.0	+16	+0.5	+26	+0.9	+1	0	-2	-0.1	+65	+1.9	+38	+0.9	+14	+0.5	+8	+0.4	+5	+0.2	0	0
FACULTY																									
1977	16,921	11,389	67.3	10,147	60.0	396	2.3	567	3.3	229	1.3	50	0.3	5,532	32.7	4641	27.4	367	2.2	286	1.7	215	1.3	23	0.1
1979	15,872	10,683	67.3	9,456	59.6	389	2.5	544	3.4	239	1.5	55	0.4	5,189	32.7	4319	27.2	367	2.3	268	1.7	211	1.3	24	0.2
Difference	-1,049	-706	0	-691	-0.4	-7	+0.2	-23	+0.1	+10	+0.2	+5	+0.1	-343	0	-322	-0.2	0	+0.1	-18	0	-4	0	+1	+0.1
PROF/NON FAC																									
1977	1,168	658	56.3	501	42.9	47	4.0	68	5.8	41	3.5	1	0.1	510	43.7	389	33.3	48	4.1	35	3.0	38	3.3	0	0
1979	1,381	748	54.2	544	39.4	58	4.2	84	6.1	58	4.2	4	0.3	633	45.8	488	35.3	44	3.2	41	2.9	59	4.3	1	0.1
Difference	+213	+90	-2.1	+43	-3.5	+11	+0.2	+16	+0.3	+17	+0.7	+3	+0.2	+123	+2.1	+99	+2.0	-4	-0.9	+6	-0.1	+21	+1.0	+1	+0.1
SECTY/CLER																									
1977	7,675	503	6.6	302	3.9	88	1.1	55	0.7	52	0.7	6	0.1	7,172	93.4	5562	72.5	545	7.1	651	8.4	384	5.0	30	0.4
1979	7,558	491	6.5	284	3.8	88	1.2	64	0.9	46	0.6	9	0.1	7,067	95.5	5347	70.8	630	8.3	652	8.6	400	5.3	38	0.5
Difference	-117	-12	-0.1	-18	-0.1	0	+0.1	+9	+0.2	-6	-0.1	+3	0	-105	+0.1	-215	-1.7	+85	+1.2	+1	+0.2	+16	+0.3	+8	+0.1
TECH/PARAPROF																									
1977	2,696	1,404	52.1	1,126	41.8	67	2.5	132	4.9	68	2.5	11	0.4	1,292	47.9	1030	38.2	80	2.9	105	3.9	67	2.5	10	0.4
1979	2,427	1,250	51.5	987	40.7	82	3.4	116	4.8	55	2.3	10	0.4	1,177	48.5	939	38.7	55	2.3	105	4.3	67	2.8	11	0.5
Difference	-269	-154	-0.6	-139	-1.1	+15	+0.9	-16	-0.1	-13	-0.2	-1	0	-115	+0.6	-91	+0.5	-25	-0.6	0	+0.4	0	+0.3	+1	+0.1
SKILLED CRAFTS																									
1977	821	774	94.3	623	75.9	40	4.9	76	9.2	20	2.4	15	1.8	47	5.7	37	4.5	1	0.1	6	0.7	2	0.2	1	0.1
1979	830	789	95.1	629	75.8	42	5.1	74	8.9	27	3.3	17	2.1	41	4.9	38	4.6	0	0	0	0	3	0.4	0	0
Difference	+9	+15	+0.8	+6	-0.1	+2	+0.2	-2	-0.3	+7	+0.9	+2	+0.3	-6	-0.8	+1	+0.1	-1	-0.1	-6	-0.7	+1	+0.2	-1	-0.1
SVC/MAINT																									
1977	4,707	3,827	81.3	2,279	48.4	729	15.5	638	13.5	156	3.3	25	0.5	880	18.7	615	13.1	173	3.7	69	1.5	13	0.3	10	0.2
1979	4,398	3,495	79.5	1,918	43.6	728	16.5	624	14.2	190	4.3	35	0.8	903	20.5	612	13.9	181	4.1	78	1.8	21	0.5	11	0.3
Difference	-309	-332	-1.8	-361	-4.8	-1	+1.0	-14	+0.7	+34	+1.0	+10	+0.3	+23	+1.8	-3	+0.8	+8	+0.4	+9	+0.3	+8	+0.2	+1	+0.1

TABLE C

CALIFORNIA COMMUNITY COLLEGES
PART TIME EMPLOYEES (Systemwide)
October 1979

MALES (No. Positions and % of Category) — FEMALES (No. Positions and % of Category)

Position category	Total Positions	MALES TOTAL #	%	WHITE #	%	BLACK #	%	HISPANIC #	%	ASIAN/ PAC. IS. #	%	AMER. IND./ AL. NATIVE #	%	FEMALES TOTAL #	%	WHITE #	%	BLACK #	%	HISPANIC #	%	ASIAN/ PAC. IS. #	%	AMER. IND./ AL. NATIVE #	%
Exec/ADM/MGT																									
1977	25	22	88.0	20	80.0	0	0	2	8.0	0	0	0	0	3	12.0	1	4.0	1	4.0	1	4.0	0	0	0	0
1979	16	13	81.3	4	25.0	6	37.5	3	18.8	0	0	0	0	3	18.8	1	6.3	2	12.5	0	0	0	0	0	0
Difference	-9	-9	-6.7	-16	-55.0	+6	+37.5	+1	+10.8	0	0	0	0	0	+6.8	0	+2.3	+1	+8.5	-1	-4.0	0	0	0	0
FACULTY																									
1977	26,359	17,186	65.2	14,910	56.6	826	3.1	900	3.4	489	1.9	61	0.2	9,173	34.8	7,786	29.5	541	2.1	450	1.7	351	1.3	45	0.2
1979	25,977	16,774	64.6	14,640	56.4	760	2.9	850	3.3	449	1.7	75	0.3	9,203	35.4	7,814	30.1	529	2.0	442	1.7	373	1.4	45	0.2
Difference	-382	-412	-0.6	-270	-0.2	-66	-0.2	-50	-0.1	-40	-0.2	+14	+0.1	+30	+0.6	+28	+0.6	-12	-0.1	-8	0	+22	+0.1	0	0
PROF/NON-FAC.																									
1977	249	136	54.6	123	49.4	0	0	11	4.4	2	0.8	0	0	113	45.4	104	41.8	3	1.2	5	2.0	0	0	1	0.4
1979	137	56	40.9	48	35.0	0	0	4	2.9	3	2.2	1	0.7	81	59.1	66	48.2	6	4.4	5	3.6	3	2.2	1	0.7
Difference	-112	-80	-13.7	-75	-14.4	0	0	-7	-1.5	+1	+1.4	+1	+0.7	-32	+13.7	-38	+6.4	+3	+3.2	0	+1.6	+3	+2.2	0	+0.3
SECY/CLER.																									
1977	1,344	170	12.6	119	8.9	10	0.7	17	1.3	21	1.6	3	0.2	1,174	87.4	945	70.3	64	4.8	87	6.5	69	5.1	9	0.7
1979	2,140	385	18.0	242	11.3	38	1.8	55	2.6	48	2.2	2	0.1	1,755	82.0	1,325	61.9	140	6.5	188	8.8	94	4.4	8	0.4
Difference	+796	+215	+5.4	+123	+2.4	+28	+1.1	+38	+1.3	+26	+0.6	-1	-0.1	+581	-5.4	+380	-8.4	+76	+1.7	+101	+2.3	[illegible]	-0.7	-1	-0.3
TECH/PARAPROF																									
1977	649	277	42.7	221	34.1	18	2.8	25	3.9	7	1.1	6	0.9	372	57.3	308	47.5	25	3.9	26	4.0	13	2.0	0	0
1979	760	263	34.6	198	26.1	25	3.3	25	3.3	12	1.6	3	0.4	497	65.4	409	53.8	29	3.8	40	5.3	19	2.5	0	0
Difference	+111	-14	-8.1	-23	-8.0	+7	+0.5	0	-0.6	+5	+0.5	-3	-0.5	+125	+8.1	+101	+6.3	+4	-0.1	+14	+1.3	+6	+0.5	0	0
SKILLED CRAFTS																									
1977	81	71	87.7	49	60.5	5	6.2	15	18.5	1	1.2	1	1.2	10	12.3	9	11.1	1	1.2	0	0	0	0	0	0
1979	29	27	93.1	21	72.4	1	3.4	4	13.8	1	3.4	0	0	2	6.9	0	0	1	3.4	1	3.4	0	0	0	0
Difference	-52	-44	+5.4	-28	+11.9	-4	-2.8	-11	-4.7	0	+2.2	-1	-1.2	-8	-5.4	-9	-11.1	0	+2.2	+1	+3.4	0	0	0	0
SVC/MAINT.																									
1977	606	372	61.4	225	37.1	73	12.0	58	9.6	13	2.1	3	0.5	234	38.6	179	29.5	30	5.0	20	3.3	2	0.3	3	0.5
1979	621	319	51.4	185	29.8	75	12.1	41	6.6	16	2.6	2	0.3	302	48.6	232	37.4	22	3.5	40	6.4	6	1.0	2	0.3
Difference	+15	-53	-10.0	-40	-7.3	-2	+0.1	-17	-3.0	+3	+0.5	-1	-0.2	+68	+10.0	+53	+7.9	-8	-1.5	+20	+3.1	+4	+0.7	-1	-0.2

Percentages for category components may be ± 0.1% of category total due to rounding.

In 1977, ethnic minorities in full-time professional job categories held 2,791 positions out a total 20,473 full-time professional positions, or 13.6% of the positions. In 1979, ethnic minorities in full-time professional job categories held 2,894 positions out of a total 19,733 full-time professional positions, or 14.6% of the positions.

In 1977, ethnic minorities in full-time non-professional job categories held 4,325 positions out of a total 15,899 full-time non-professional positions, or 27.2% of the positions. In 1979, ethnic minorities in full-time non-professional job categories held 4,459 positions out of a total 15,213 full-time non-professional positions, or 29.3% of the positions.

Table B describes the system-wide changes between the 1977 and 1979 employee counts. The numbers represent full-time employees by number (#) and percent (%).

The progress of individual community college districts in the employment and retention of women and ethnic minorities for 1977-1979 is displayed in Appendix B. Several caveats are offered in the interpretation of the data to the reader which include that the 1977 and 1979 figures represent the total changes as of a given day in October 1977 and October 1979 but do not provide any data on the number of hiring opportunities available within each district during the two years. Second, information currently being summarized and thus excluded from this report includes the number of retirements that occurred within each district. A third caveat concerns the reduction in total workforce between the 1977 and 1979 counts. Possibly, part-time employees were erroneously included in the 1977 counts of full-time personnel. Workshops held around the state may have improved the accuracy of reporting the full-time employees in 1979. Finally, the passage of Proposition 13 may have resulted in the reduction of full-time staff in the California Community Colleges between 1977 and 1979.

Further analysis for each of the four ethnic minority groups would indicate that system-wide some groups are better represented than others in professional and/or non-professional job categories.

Ethnic Persons in Professional Job Categories

In 1977, Black persons in full-time professional job categories held 1,023 positions out of a total 20,473 full-time professional positions, or 4.9% of the positions. In 1979, Black persons in full-time professional job categories held 1,053 positions out of a total 19,733 full-time professional positions, or 5.3% of the positions.

In 1977, Hispanic persons in full-time professional job categories held 1,084 positions out of a total 20,473 full-time professional positions, or 5.2% of the positions. In 1979, Hispanic persons in full-time professional job categories held 1,099 positions out of a total 19,733 full-time professional positions, or 5.5% of the positions.

In 1977, Asian or Pacific Island persons in full-time professional job categories held 589 positions out of a total 20,473 full-time professional positions, or 2.8% of the positions. In 1979, Asian or Pacific Island persons in full-time professional job categories held 639 positions out of a total 19,733 full-time professional positions, or 3.2% of the positions.

In 1977, American Indian or Alaskan Native persons in full-time professional job categories held 95 positions out of a total 20,473 full-time professional positions, or 0.4% of the positions. In 1979, American Indian or Alaskan Native persons in full-time professional job categories held 103 positions out of a total 19,733 full-time professional positions, or 0.5% of these positions.

Ethnic Persons in Non-professional Job Categories

In 1977, Black persons in full-time non-professional job categories held 1,723 positions out of a total 15,899 full-time non-professional positions, or 10.8% of these positions. In 1979. Black persons in full-time non-professional job categories held 1,806 positions out of a total 15,213 full-time non-professional positions, or 11.8% of these positions.

In 1977, Hispanic persons in full-time non-professional job categories held 1,732 positions out of a total 15,899 full-time non-professional positions, or 10.8% of these positions. In 1979, Hispanic persons in full-time non-professional job categories held 1,713 positions out of a total 15,213 full-time non-professional positions, or 11.2% of these positions.

In 1977, Asian and Pacific Island persons in full-time non-professional job categories held 762 positions out of a total 15,899 full-time non-professional positions, or 4.7% of these positions. In 1979, Asian and Pacific Island persons in full-time non-professional job categories held 809 positions out of a total 15,213 full-time non-professional positions, or 5.3% of these positions.

In 1977, American Indian or Alaskan Native persons in full-time non-professional job categories held 108 positions out of a total 15,899 full-time non-professional positions, or 0.6% of these positions. In 1979, American Indian or Alaskan Native persons in full-time non-professional job categories held 131 positions out of a total 15,213 full-time non-professional positions, or 0.8% of these positions.

A. WOMEN

In 1977, women in full-time executive/administrative/managerial jobs held 470 positions out of a possible 2,384 positions, or 19.7% of the positions. In 1979, women in full-time executive/administrative/managerial jobs held 535 positions out of a possible 2,480 positions, or 21.5% of the positions.

In 1977, women in full-time faculty jobs held 5,532 positions out of a possible 16,921 positions, or 32.6% of the positions. In 1979, women in full-time faculty jobs held 5,189 positions out of a possible 16,872 positions, or 30.7% of the positions.

In 1977, women in full-time professional non-faculty jobs held 510 positions out of a possible 1,168 positions, or 43.6% of the positions. In 1979, women in full-time professional non-faculty jobs held 633 positions out of a possible 1,381 positions, or 45.8% of the positions.

In 1977, women in full-time secretarial/clerical jobs held 7,172 positions out of a possible 7,675 positions, or 93.4% of the positions. In 1979, women in full-time secretarial/clerical jobs held 7,067 positions out of a possible 7,558 positions, or 93.5% of the positions.

In 1977, women in full-time technical/paraprofessional jobs held 1,292 positions out of a possible 2,696 positions, or 47.9% of the positions. In 1979, women in full-time technical/paraprofessional jobs held 1,177 positions out of a possible 2,427 positions, or 48.4% of the positions.

In 1977, women in full-time skilled crafts jobs held 47 positions out of a possible 821 positions, or 5.7% of the positions. In 1979, women in full-time skilled crafts jobs held 41 positions out of a possible 830 positions, or 4.9% of the positions.

In 1977, women in full-time service/maintenance jobs held 880 positions out of a possible 4,707 positions, or 18.6% of the positions. In 1979, women in full-time service/maintenance jobs held 903 positions out of a possible 4,398 positions, or 20.5% of the positions.

B. BLACKS

In 1977, Blacks in full-time executive/administrative/managerial jobs held 165 positions out of a possible 2,384 positions, or 6.9% of the positions. In 1979, Blacks in full-time executive/administrative/managerial jobs held 195 positions out of a possible 2,480 positions, or 7.8% of the positions.

In 1977, Blacks in full-time faculty jobs held 763 positions out of a possible 16,921 positions, or 4.5% of the positions. In 1979, Blacks in full-time faculty jobs held 756 positions out of a possible 15,872 positions, or 4.7% of the positions.

In 1977, Blacks in full-time professional non-faculty jobs held 95 positions out of a possible 1,168 positions, or 8.1% of the positions. In 1979, Blacks in full-time professional non-faculty jobs held 102 positions out of a possible 1,381 positions, or 7.3% of the positions.

In 1977, Blacks in full-time secretarial/clerical jobs held 633 positions out of a possible 7,675 positions, or 8.2% of the positions. In 1979, Blacks in full-time secretarial/clerical jobs held 718 positions out of a possible 7,558 positions, or 9.4% of the positions.

In 1977, Blacks in full-time technical/paraprofessional jobs held 147 positions out of a possible 2,696 positions, or 5.4% of the positions. In 1979, Blacks in full-time technical/paraprofessional jobs held 137 positions out of a possible 2,427 positions, or 5.6% of the positions.

In 1977, Blacks in full-time skilled crafts jobs held 41 positions out of a possible 821 positions, or 4.9% of the positions. In 1979, Blacks in full-time skilled crafts jobs held 42 positions out of a possible 830 positions, or 5.0% of the positions.

In 1977, Blacks in full-time service/maintenance jobs held 902 positions out of a possible 4,707 positions, or 19.1% of the positions. In 1979, Blacks in full-time service/maintenance jobs held 909 positions out of a possible 4,398 positions, or 20.6% of the positions.

C. HISPANICS

In 1977, Hispanics in full-time executive/administrative/managerial jobs held 128 positions out of a possible 2,384 positions, or 5.3% of the positions. In 1979, Hispanics in full-time executive/administrative/managerial jobs held 162 positions out of a possible 2,480 positions, or 6.5% of the positions.

In 1977, Hispanics in full-time faculty jobs held 853 positions out of a possible 16,921 positions, or 5.0% of the positions. In 1979, Hispanics in full-time faculty jobs held 812 positions out of a possible 15,872 positions, or 5.1% of the positions.

In 1977, Hispanics in full-time professional non-faculty jobs held 103 positions out of a possible 1,168 positions, or 8.8% of the positions. In 1979, Hispanics in full-time professional non-faculty jobs held 125 positions out of a possible 1,381 positions, or 9.0% of the positions.

In 1977, Hispanics in full-time secretarial/clerical jobs held 706 positions out of a possible 7,675 positions, or 9.1% of the positions. In 1979, Hispanics in full-time secretarial/clerical jobs held 716 positions out of a possible 7,558 positions, or 9.4% of the positions.

In 1977, Hispanics in full-time technical/paraprofessional jobs held 237 positions out of a possible 2,696 positions, or 8.7% of the positions. In 1979, Hispanics in full-time technical/paraprofessional jobs held 221 positions out of a possible 2,427 positions, or 9.1% of the positions.

In 1977, Hispanics in full-time skilled crafts jobs held 82 positions out of a possible 821 positions, or 9.9% of the positions. In 1979, Hispanics in full-time skilled crafts jobs held 74 positions out of a possible 830 positions, or 8.9% of the positions.

In 1977, Hispanics in full-time service/maintenance jobs held 707 positions out of a possible 4,707 positions, or 15.0% of the positions. In 1979, Hispanics in full-time service/maintenance jobs held 702 positions out of a possible 4,398 positions, or 15.9% of the positions.

D. ASIANS/PACIFIC ISLANDERS

In 1977, Asians/Pacific Islanders in full-time executive/administrative/managerial jobs held 66 positions out of a possible 2,384 positions, or 2.7% of the positions. In 1979, Asians/Pacific Islanders in full-time executive/administrative/managerial jobs held 72 positions out of a possible 2,480 positions, or 2.9% of the positions.

In 1977, Asians/Pacific Islanders in full-time faculty jobs held 444 positions out of a possible 16,921 positions, or 2.6% of the positions. In 1979, Asians/Pacific Islanders in full-time faculty jobs held 450 positions out of a possible 15,872 positions, or 2.8% of the positions.

In 1977, Asians/Pacific Islanders in full-time professional non-faculty jobs held 79 positions out of a possible 1,168 positions, or 6.7 of the positions. In 1979, Asians/Pacific Islanders in full-time professional non-faculty jobs held 117 positions out of a possible 1,381 positions, or 8.4% of the positions.

In 1977, Asians/Pacific Islanders in full-time secretarial/clerical jobs held 436 positions out of a possible 7,675 positions, or 5.7% of the positions. In 1979, Asians/Pacific Islanders in full-time secretarial/clerical jobs held 446 positions out of a possible 7,558 positions, or 5.9% of the positions.

In 1977, Asians/Pacific Islanders in full-time technical/paraprofessional jobs held 135 positions out of a possible 2,696 positions, or 5.0% of the positions. In 1979, Asians/Pacific Islanders in full-time technical/paraprofessional jobs held 122 positions out of a possible 2,427 positions, or 5.0% of the positions.

In 1977, Asians/Pacific Islanders in full-time skilled crafts jobs held 22 positions out of a possible 821 positions, or 2.6% of the positions. In 1979, Asians/Pacific Islanders in full-time skilled crafts jobs held 30 positions out of a possible 830 positions, or 3.6% of the positions.

In 1977, Asians/Pacific Islanders in full-time service/maintenance jobs held 169 positions out of a possible 4,707 positions, or 3.5% of the positions. In 1979, Asians/Pacific Islanders in full-time service/maintenance jobs held 211 positions out of a possible 4,398 positions, or 4.7% of the positions.

E. AMERICAN INDIANS/ALASKAN NATIVES

In 1977, American Indians/Alaskan Natives in full-time executive/administrative/managerial jobs held 21 positions out of a possible 2,384 positions, or 0.8% of the positions. In 1979, American Indians/Alaskan Natives in full-time executive/administrative/managerial jobs held 19 positions out of a possible 2,480 positions, or 0.7% of the positions.

In 1977, American Indians/Alaskan Natives in full-time faculty jobs held 73 positions out of a possible 16,921 positions, or 0.43% of the positions. In 1979, American Indians/Alaskan Natives in full-time faculty jobs held 79 positions out of a possible 15,872 positions, or 0.49% of the positions.

In 1977, American Indians/Alaskan Natives in full-time professional non-faculty jobs held 1 position out of a possible 1,168 positions, or 0.08% of the positions. In 1979, American Indians/Alaskan Natives in full-time professional non-faculty jobs held 5 positions out of a possible 1,381 positions, or 0.36% of the positions.

In 1977, American Indians/Alaskan Natives in full-time secretarial/clerical jobs held 36 positions out of a possible 7,675 positions, or 0.4% of the positions. In 1979, American Indians/Alaskan Natives in full-time secretarial/clerical jobs held 47 positions out of a possible 7,558 positions, or 0.6% of the positions.

In 1977, American Indians/Alaskan Natives in full-time technical/paraprofessional jobs held 21 positions out of a possible 2,696 positions, or 0.7% of the positions. In 1979, American Indians/Alaskan Natives in full-time technical/paraprofessional jobs held 21 positions out of a possible 2,427 positions, or 0.8% of the positions.

In 1977, American Indians/Alaskan Natives in full-time skilled crafts jobs held 16 positions out of a possible 821 positions, or 1.9% of the positions. In 1979, American Indians/Alaskan Natives in full-time skilled crafts jobs held 17 positions out of a possible 830 positions, or 2.0% of the positions.

In 1977, American Indians/Alaskan Natives in full-time service/maintenance jobs held 35 positions out of a possible 4,707 positions, or 0.7% of the positions. In 1979, American Indians/Alaskan Natives in full-time service/maintenance jobs held 46 positions out of a possible 4,398 positions, or 1.0% of the positions.

SUMMARY OF FULL-TIME EMPLOYMENT STATISTICS

A. WOMEN

1. Between 1977 and 1979, women in executive, administrative, and managerial jobs gained 1.8% of the positions.
2. Between 1977 and 1979, women in faculty jobs lost 1.9% of the positions.
3. Between 1977 and 1979, women in professional non-faculty jobs gained 2.2% of the positions.
4. Between 1977 and 1979, women in secretarial and clerical jobs gained 0.1% of the positions.
5. Between 1977 and 1979, women in technical and paraprofessional jobs gained 0.5% of the positions.
6. Between 1977 and 1979, women in skilled crafts jobs lost 0.8% of the positions.
7. Between 1977 and 1979, women in service and maintenance jobs gained 1.9% of the positions.

B. BLACKS

1. Between 1977 and 1979, Blacks in executive, administrative, and managerial jobs gained 0.9% of the positions.
2. Between 1977 and 1979, Blacks in faculty jobs gained 0.2% of the positions.
3. Between 1977 and 1979, Blacks in professional non-faculty jobs lost 0.8% of the positions.
4. Between 1977 and 1979, Blacks in secretarial and clerical jobs gained 1.2% of the positions.
5. Between 1977 and 1979, Blacks in technical and paraprofessional jobs gained 0.2% of the positions.
6. Between 1977 and 1979, Blacks in skilled crafts jobs gained 0.1% of the positions.
7. Between 1977 and 1979, Blacks in service and maintenance jobs gained 1.5% of the positions.

C. HISPANICS

1. Between 1977 and 1979, Hispanics in executive, administrative, and managerial jobs gained 1.2% of the positions.

2. Between 1977 and 1979, Hispanics in faculty jobs gained 0.1% of the positions.

3. Between 1977 and 1979, Hispanics in professional non-faculty jobs gained 0.2% of the positions.

4. Between 1977 and 1979, Hispanics in secretarial and clerical jobs gained 0.3% of the positions.

5. Between 1977 and 1979, Hispanics in technical and paraprofessional jobs gained 0.4% of the positions.

6. Between 1977 and 1979, Hispanics in skilled crafts jobs lost 1.0% of the positions.

7. Between 1977 and 1979, Hispanics in service and maintenance jobs gained 0.9% of the positions.

D. ASIANS/PACIFIC ISLANDERS

1. Between 1977 and 1979, Asians/Pacific Islanders in executive, administrative, and managerial jobs gained 0.2% of the positions.

2. Between 1977 and 1979, Asians/Pacific Islanders in faculty jobs gained 0.2% of the positions.

3. Between 1977 and 1979, Asians/Pacific Islanders in professional non-faculty jobs gained 1.7% of the positions.

4. Between 1977 and 1979, Asians/Pacific Islanders in secretarial and clerical jobs gained 0.2% of the positions.

5. Between 1977 and 1979, Asians/Pacific Islanders in technical and paraprofessional jobs maintained the same percentage of the positions.

6. Between 1977 and 1979, Asians/Pacific Islanders in skilled crafts jobs gained 1.0% of the positions.

7. Between 1977 and 1979, Asians/Pacific Islanders in service and maintenance jobs gained 1.2% of the positions.

E. AMERICAN INDIANS/ALASKAN NATIVES

1. Between 1977 and 1979, American Indians/Alaskan Natives in executive, administrative, and managerial jobs lost 0.1% of the positions.

2. Between 1977 and 1979, American Indians/Alaskan Natives in faculty jobs gained 0.06% of the positions.

3. Between 1977 and 1979, American Indians/Alaskan Natives in professional non-faculty jobs gained 0.28% of the positions.

4. Between 1977 and 1979, American Indians/Alaskan Natives in secretarial and clerical jobs gained 0.2% of the positions.

5. Between 1977 and 1979, American Indians/Alaskan Natives in technical and paraprofessional jobs gained 0.1% of the positions.

6. Between 1977 and 1979, American Indians/Alaskan Natives in skilled crafts jobs gained 0.1% of the positions.

7. Between 1977 and 1979, American Indians/Alaskan Natives in service and maintenance jobs gained 0.3% of the positions.

V. Chancellor's Office Role in Securing District Compliance

The role of the Chancellor's Office is to carry out the intent of the Legislature "to establish and maintain a policy of equal opportunity in employment for all persons and to prohibit discrimination based on race, sex, color, religion, age, handicap, ancestry, or national origin in every aspect of personnel policy and practice in employment, development, advancement, and treatment of persons employed in the public school system, and to promote the total realization of equal employment opportunity through a continuing affirmative action employment program" and "to require educational agencies to adopt and implement plans for increasing the numbers of women and minority persons at all levels of responsibility." As the coordinating agency for seventy community college districts, the Chancellor's Office provides leadership, policy interpretation, technical assistance, and measurements of compliance with state and federal mandates. Within the Chancellor's Office, the Affirmative Action Unit provides technical assistance to districts through regional meetings, state conferences, and individual meetings upon request.

During 1980-81, the Affirmative Action Unit will present a state conference and four regional seminars to provide technical in-service training to district staff. The Administrator for Affirmative Action Programs will meet with individual district staff members to assist them in upgrading their district plans in accordance with the identified deficiencies. Focused efforts will be devoted to the ten districts requiring the most assistance with their programs.

Districts which have not yet prepared their workforce analyses will be contacted by the Affirmative Action Unit and a target date negotiated for meeting this requirement. Individual assistance will be available upon request.

Districts without employment goals will be contacted by the Affirmative Action Unit and a target date negotiated for submitting the goals.

Districts failing to include provisions for a widely represented district affirmative action advisory committee will be contacted and supplied with model statements for possible incorporation in their plans. A target date will also be negotiated for district revision of the plan.

The Chancellor's Office is examining compliance procedures to carry out the minimum standards requirements for receipt of state aid. Pursuant to Education Code Sections 71025 and 87106, the Chancellor's Office is required to periodically investigate each community college to determine compliance with minimum standards in employee affirmative action. The objectives of these affirmative action standards are to ensure equal employment opportunity to all applicants and employees and to increase the numbers of traditionally underrepresented groups. The Chancellor has announced the formation of a taskforce that will update current affirmative action guidelines and regulations.

VI. Community Colleges Employment Goals for 1981-82

Community Colleges are governed by the affirmative action provision of Education Code Section 87100 et seq. (1978), and by the minimum standards provisions of the Education Code. Pursuant to these statutes, many, but not all, community college governing boards have reviewed and adopted employment goals to remedy the effects of possible past discriminatory practices in their districts.

There is also the recognition that community colleges exist to serve the communities wherein they are located and supported and to provide positive learning experiences to all present and potential students. By providing role models to the students, the aspirations of entire communities may be raised. Equally important is the interest in practicing the equality that is believed to be inherent in our educational system. The sincerity of this belief can be demonstrated by local governing boards through their commitment to the proper implementation of employment goal levels by the college staff working at the direction of the chief administrator. Through positive and planned actions, affirmative action goals can be achieved for women, Blacks, Hispanics, Alaskan Natives, American Indians, Asians and Pacific Islanders. Although numerical goals are not delineated for disabled persons or Vietnam-era veterans, the same level of commitment is required for their employment as is demonstrated for the other underrepresented protected groups.

The ethnic group definitions are identical to the Equal Employment Opportunity Commission Federal definitions. (See Appendix D)

VII. Recommendations for Legislative Consideration:

1. State Funded Positions

Due to the extremely limited staffing at the Chancellor's Office level, state efforts have been limited to the professional services of one person working with a dedicated group of individuals serving on various affirmative action advisory committees. In addition, local community college districts have faced severe and continuing financial difficulty because of the passage of Proposition 13.

Undoubtedly, district staffing problems for affirmative action implementation will increase as financial resources become scarcer at the same time that existing state and federal affirmative action laws are being fully implemented.

Adequate district staffing of the affirmative action office is crucial to the success of a district program. Fiscal incentives from the state to districts for increased support of affirmative action efforts could substantially improve the district-by-district affirmative action posture.

2. Affirmative Action Recruitment Program

Existing human resources need to be linked more effectively and efficiently with job openings as they occur. The California Postsecondary Education Commission's affirmative action registry of minorities and women should be helpful but will not be sufficient. An extensive, well funded recruiting effort will be necessary throughout state and local governmental agencies if the appropriate affirmative action goals are to be achieved.

3. Intern Program for Underrepresented Groups

A state and local administrative intern program is needed for ethnic minorities and women which would provide employment experiences to persons locked into dead-ended entry-level jobs. By providing these persons with broader administrative experiences, they would become more competitive in a wide range of positions and thus increase their opportunities for higher level positions. Therefore, more openings would be available at entry-levels for other less experienced persons.

VIII. Appendices

A. Districts in Partial Compliance with Written Plan Requirements

B. Progress by Districts in Hiring and Retaining Women and Ethnic Minority Persons, 1977-79

C. Definitions of the EEO-6 Job Categories

D. Definitions of Ethnic Minority Persons

E. Senate Bill 1620

APPENDIX A

DISTRICTS IN PARTIAL COMPLIANCE OF THE WRITTEN PLAN REQUIREMENT, 1980

APPENDIX A

Districts in Partial Compliance of the Written Plan Requirement, 1980

Partial compliance ranges from failure to meet one basic requirement to a failure to meet most requirements. As previously stated, all program updates and revisions require local board approval to be acceptable to the Chancellor's Office.

(The districts are arranged in alphabetical order, beginning with the group of districts that are deficient in one area, continuing with the second group of districts deficient in two areas, and so on.)

Contra Costa Community College District

- Under court consent decree of the United States. District court for Northern District of California until 1981. Goals are based primarily on 1970 State workforce.

Hartnell Community College District

- Draft of affirmative action district plan submitted; Approval pending local board adoption of plan scheduled for December.

Cerritos Community College District

- Needs wide representation in composition affirmative action advisory committee.

Coast Community College District

- Needs appropriate district goals.

Grossmont Community College District

- Needs entire Goals and Timetables package.

Napa Community College District

- Needs goals and timetables displayed by job categories and department and/or departmental groupings.

Pasadena Area Community College District

- Needs Work Force Analysis by job categories and department or departmental groupings.

San Jose Community College District

- Needs timetable for meeting goals.

West Hills Community College District

- Needs wide representation in composition affirmative action advisory committee.

Foothill-De Anza Community College District

- Needs to update the bases for nondiscrimination; and
  Needs timetable for meeting goals.

Los Angeles Community College District

- Needs appropriate work force analysis for instructors.
  Needs justification for Hispanic/Chicano goals in appropriate certificated groups.

Los Rios Community College District

- Needs wide representation in composition affirmative action advisory committee; and
  Needs ethnic group definitions revisions.

Monterey Peninsula Community College District

- Needs entire Work Force Analysis; and
  Needs entire goals and timetables package.

San Francisco Community College District

- Needs entire Work Force Analysis; and
  Needs appropriate district goals.

South County Community College District

- Needs external dissemination of policy statement; and
  Needs wide representation in composition affirmative action advisory committee.

Yosemite Community College District

- Needs to provide for the establishment of a district affirmative action advisory committee;
  Needs wide representation in composition affirmative action advisory committee; and
  Needs entire goals and timetables package.

Allan Hancock Joint Community College District

- Needs wide representation in composition affirmative action advisory committee;
  Needs discrimination complaint appeal procedures; and
  Needs to revise goals and timetables package.

Glendale Community College District

- Needs to update the bases for nondiscrimination;
  Needs wide representation in composition affirmative action advisory committee; and
  Needs entire goals and timetables package.

Palomar Community College District

- Needs external dissemination of policy statement;
  Needs entire Work Force Analysis;
  Needs employment goals by percent and number; and
  Needs timetables for meeting goals.

Sierra Joint Community College District

- Needs to provide for the establishment of a district affirmative action advisory committee;
  Needs wide representation in composition affirmative action advisory committee;
  Needs work force analysis by job categories and department or departmental groupings; and
  Needs entire goals and timetables package.

Butte Community College District

- Needs wide representation in composition affirmative action advisory committee;
  Needs entire Work Force Analysis;
  Needs to include a specification of how the affirmative action program will be monitored; and
  Needs entire goals and timetables package.

Coachella Valley Community College District

- Needs entire dissemination of policy package;
  Needs to include a listing of the major affirmative action responsibilities assigned to this office;
  Needs entire Work Force Analysis; and
  Needs entire goals and timetables package.

Marin Community College District

- Needs to update the bases for nondiscrimination;
  Needs entire Work Force Analysis;
  Needs to include a specification of how the affirmative action program will be monitored; and
  Needs entire goals and timetables package.

Palo Verde Community College District

- Needs to update the bases for nondiscrimination;
  Needs to provide for the establishment of a district affirmative action advisory committee;
  Needs wide representation in composition affirmative action advisory committee;
  Needs entire Work Force Analysis; and
  Needs entire goals and timetables package.

College of the Sequoias Community College District

- Needs entire dissemination of policy package;
  Needs to include a specification of how the affirmative action program will be monitored;
  Needs discrimination complaint procedure; and
  Needs goals for executive, administrative, managerial category.

Sweetwater Community College District

- Needs to include a listing of the major affirmative action responsibilities assigned to this office;
  Needs entire Work Force Analysis;
  Needs discrimination complaint procedure; and
  Needs entire goals and timetables package.

El Camino Community College District

- Needs to update the bases for nondiscrimination;
  Needs wide representation in composition affirmative action advisory committee;
  Needs entire Work Force Analysis;
  Needs discrimination complaint procedure; and
  Needs entire goals and timetables package.

Kern Community College District

- Needs to provide for the establishment of a district affirmative action advisory committee;
  Needs wide representation in composition of affirmative action advisory committee;
  Needs work force analysis pursuant to Administrative Code, Title 5 regulations and guidelines;
  Needs internal monitoring procedure;
  Needs district discrimination procedure; and
  Needs entire goals and timetables package.

Imperial Community College District

- Needs to update the bases for nondiscrimination;
  Needs wide representation in composition affirmative action advisory committee; Needs entire Work Force Analysis;
  Needs discrimination complaint procedure; and
  Needs entire goals and timetables package.

Mendocino Community College District

- Needs to update the bases for nondiscrimination;
  Needs external dissemination of policy statement;
  Needs assurance that this office will be given the necessary support to carry out its responsibilities for the affirmative action program;
  Needs entire Work Force Analysis; and
  Needs entire goals and timetables package.

Saddleback Community College District

- Needs to update the bases for nondiscrimination;
  Needs wide representation in composition affirmative action advisory committee;
  Needs entire Work Force Analysis;
  Needs discrimination complaint procedure;
  Needs goals and timetables displayed by job categories and department and/or departmental groupings; and
  Needs timetables for meeting goals.

Ventura County Community College District

- Needs to update the bases for nondiscrimination;
  Needs entire dissemination of policy package;
  Needs to provide for the establishment of a district affirmative action committee;
  Needs wide representation in composition affirmative action advisory committee;
  Needs entire Work Force Analysis; and
  Needs goals and timetables displayed by job categories and department and/or departmental groupings.

West Valley Joint Community College District

- Needs policy statement from chief executive or district governing board commitment; Needs to update the bases for nondiscrimination;
  Needs entire dissemination of policy package;
  Needs to provide for the establishment of a district affirmative action committee;
  Needs wide representation in composition affirmative action advisory committee;
  Needs to include a specification of how the affirmative action program will be monitored;
  Needs appropriate district goals; and
  Needs timetables for meeting goals.

Peralta Community College District

- Needs policy statement from chief executive or district governing board commitment;
  Needs to update the bases for nondiscrimination;
  Needs entire dissemination of policy package;
  Needs to designate the office responsible for the overall implementation of the Plan;
  Needs to include a listing of the major affirmative action responsibilities assigned to this office;
  Needs assurance that this office will be given the necessary support to carry out its responsibilities for the affirmative action program;
  Needs entire Work Force Analysis;
  Needs to include a specification of how the affirmative action program will be monitored;
  Needs discrimination complaint procedure;
  Needs goals and timetables displayed by job categories and department and/or departmental groupings; and
  Needs timetables for meeting goals.

Lake Tahoe Community College District has commenced the development of a written affirmative action plan.

APPENDIX B

PROGRESS BY DISTRICTS IN HIRING AND RETAINING WOMEN AND ETHNIC MINORITY PERSONS, 1977-79

ALLAN HANCOCK COMMUNITY COLLEGE DISTRICT
1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC.IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	19	16	84.2	13	68.4			3	15.8					3	15.8	3	15.8								
1979	22	17	77.3	15	68.2			2	9.1					5	22.7	5	22.7								
Difference	+3	+1	-6.9	+2	-0.2			-1	-6.7					+2	+6.9	+2	+6.9								
FACULTY																									
1977	102	74	72.5	68	66.6			3	2.9	2	2.0	1	1.0	28	27.5	27	26.5			1	1.0				
1979	124	86	69.4	76	61.3	1	0.8	7	5.7	2	1.6			38	30.6	34	27.4	1	0.8	3	2.4				
Difference	+22	+12	-3.1	+8	-5.3	+1	+0.8	+4	+2.8	0	-0.4	-1	-1.0	+10	+3.1	+7	+0.9	+1	+0.8	+2	+1.4				
PROF/NON FAC																									
1977	16	10	62.5	8	50.0	1	6.3	1	6.3					6	37.5	4	25.0	1	6.3	1	6.3				
1979	13	8	61.5	6	46.1	1	7.7	1	7.7					5	38.5	4	30.8	1	7.7						
Difference	-3	-2	-1.0	-2	-3.9	0	+1.4	0	+1.4					-1	+1.0	0	+5.8	0	+1.4	-1	-6.3				
SECTY/CLER																									
1977	92	12	13.0	9	9.7	3	3.3							80	87.0	59	64.1	1	1.1	17	18.5	3	3.3		
1979	54	2	3.7	2	3.7									52	96.3	44	81.4	1	1.9	6	11.1	1	1.9		
Difference	-38	-10	-9.3	-7	-6.0	-3	-3.3							-28	+9.3	-15	+17.3	0	+0.8	-11	-7.4	-2	-1.4		
TECH/PARAPROF																									
1977	9	6	66.7	6	66.7									3	33.3	2	22.2					1	11.1		
1979	28	14	50.0	13	46.4	1	3.6							14	50.0	10	35.7			2	7.1	2	7.1		
Difference	+19	+8	-16.7	+7	-20.3	+1	+3.6							+11	+16.7	+8	+13.5			+2	+7.1	+1	-4.0		
SKILLED CRAFTS																									
1977	0													0											
1979	8	8	100.0	7	87.5			1	12.5					0											
Difference	+8	+8	+100.0	+7	+87.5			+1	+12.5					0											
SVC/MAINT																									
1977	51	39	76.5	29	56.9	4	7.8	2	3.9	4	7.8			12	23.5	6	11.7	4	7.8	2	3.9				
1979	38	26	68.4	13	34.2	4	10.5	7	18.4	2	5.3			12	31.6	9	23.7	1	2.6	2	5.3				
Difference	-13	-13	-8.1	-16	-22.7	0	+2.7	+5	+14.5	-2	-2.5			0	+8.1	+3	+12.0	-3	-5.2	0	+1.4				

ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT
1977 AND 1979 EEO-6 REPORTS

Position Category	Total Posi-tions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC.IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	13	9	69.2	8	61.5	1	7.7							4	30.8	3	23.1					1	7.7		
1979	19	14	73.7	12	63.2	2	10.5							5	26.3	3	15.7			1	5.3	1	5.3		
Difference	+6	+5	+4.5	+4	+1.7	+1	+2.8							+1	-4.5	0	-7.4			+1	+5.3	0	-2.4		
FACULTY																									
1977	84	50	59.5	47	55.9	1	1.2	2	2.4					34	40.5	30	35.7	2	2.4	2	2.4				
1979	85	48	56.5	45	52.9	1	1.2	2	2.4					37	43.5	32	37.6	2	2.4	2	2.4	1	1.2		
Difference	+1	-2	-3.0	-2	-3.0	0	0	0	0					+3	+3.0	+2	+1.9	0	0	0	0	+1	+1.2		
PROF/NON FAC.																									
1977	0																								
1979	0																								
Difference	0																								
SECTY/CLER																									
1977	37	3	8.1	2	5.4	1	2.7							34	91.9	29	78.4	1	2.7	2	5.4	2	5.4		
1979	49	5	10.2	4	8.2	1	2.0							44	89.8	39	79.6	1	2.0	4	8.2				
Difference	+12	+2	+2.1	+2	+2.8	0	-.7							+10	-2.1	+10	+1.2	0	-.7	+2	+2.8	-2	-5.4		
TECH/PARAPROF																									
1977	6	3	50.0	3	50.0									3	50.0	2	33.3			1	16.7				
1979	5	2	40.0	1	20.0					1	20.0			3	60.0	3	60.0								
Difference	-1	-1	-10.0	-2	-30.0					+1	+20.0			0	+10.0	+1	+26.7			-1	-16.7				
SKILLED CRAFTS																									
1977	0																								
1979	12	11	91.7	10	83.4			1	8.3					1	8.3	1	8.3								
Difference	+12	+11	+91.7	+10	+83.4			+1	+8.3					+1	+8.3	+1	+8.3								
SVC/MAINT																									
1977	25	21	84.0	18	72.0	1	4.0	1	4.0			1	4.0	4	16.0	4	16.0								
1979	23	18	78.3	15	65.2	1	4.4	2	8.7					5	21.7	5	21.7								
Difference	-2	-3	-5.7	-3	-6.8	0	+.4	+1	+4.7			-1	-4.0	+1	+5.7	+1	+5.7								

BARSTOW COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)														FEMALES (No. Positions and % of Category)													
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	5	5	100.0	5	100.0									0											
1979	11	10	90.9	9	81.8			1	9.1					1	9.1			1	9.1						
Difference	+6	+5	-9.1	+4	-18.2			+1	+9.1					+1	+9.1			+1	+9.1						
FACULTY																									
1977	42	34	81.0	30	71.4			4	9.5					8	19.0	6	14.2	1	2.4	1	2.4				
1979	34	27	79.4	24	70.6			3	8.8					7	20.6	7	20.6								
Difference	-8	-7	-1.6	-6	-0.8			-1	-0.7					-1	+1.6	+1	+6.4	-1	-2.4	-1	-2.4				
PROF/NON FAC.																									
1977	3	1	33.3					1	33.3					2	66.7	1	33.3	1	33.3						
1979	5	2	40.0	1	20.0			1	20.0					3	60.0	3	60.0								
Difference	+2	+1	+6.7	+1	+20.0			0	-13.3					+1	-6.7	+2	+26.7	-1	-33.3						
SECTY/CLER																									
1977	24	2	8.3	1	4.2	1	4.2							22	91.7	16	66.7	3	12.5	3	12.5				
1979	26	0												26	100.0	18	69.2	3	11.5	4	15.4	1	3.9		
Difference	+2	-2	-8.3	-1	-4.2	-1	-4.2							+4	+8.3	+2	+2.5	0	-1.0	+1	+3.1	+1	+3.9		
TECH/PARAPROF																									
1977	12	3	25.0			1	8.3	2	16.7					9	75.0	8	66.7			1	8.3				
1979	9	2	22.2	1	11.1			1	11.1					7	77.8	5	55.6			2	22.2				
Difference	-3	-1	-2.8	+1	+11.1	-1	-8.3	-1	-5.6					-2	+2.8	-3	-11.1			+1	+13.9				
SKILLED CRAFTS																									
1977	1	1	100.0			1	100.0							0											
1979	4	2	50.0			1	25.0	1	25.0					2	50.0	2	50.0								
Difference	+3	+1	-50.0			0	-75.0	+1	+25.0					+2	+50.0	+2	+50.0								
SVC/MAINT																									
1977	13	11	84.6	8	61.5	1	7.7	2	15.4					2	15.4					2	15.4				
1979	13	10	76.9	6	46.1	1	7.7	2	15.4	1	7.7			3	23.1			1	7.7	2	15.4				
Difference	0	-1	-7.7	-2	-15.4	0	0	0	0	+1	+7.7			+1	+7.7			+1	+7.7	0	0				

BUTTE COMMUNITY COLLEGE DISTRICT
1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	30	29	96.7	26	86.7	2	6.7			1	3.3			1	3.3	1	3.3								
1979	28	27	96.4	24	35.7	2	7.1			1	3.6			1	3.6	1	3.6								
Difference	-2	-2	-0.3	-2	-1.0	0	+0.4			0	+0.3			0	+0.3	0	+0.3								
FACULTY																									
1977	109	80	73.4	75	68.8	2	1.8			3	2.8			29	26.6	27	24.8			2	1.8				
1979	110	82	74.5	76	69.1	3	2.7			3	2.7			28	25.5	26	23.6			2	1.9				
Difference	+1	+2	+1.1	+1	+0.3	+1	+0.9			0	-0.1			-1	-1.1	-1	-1.2			0	+0.1				
PROF/NON FAC.																									
1977	4	2	50.0	2	50.0									2	50.0	2	50.0								
1979	3	2	66.7	2	66.7									1	33.3	1	33.3								
Difference	-1	0	+16.7	0	+16.7									-1	-16.7	-1	-16.7								
SECTY/CLER																									
1977	51	3	5.9	2	3.9			1	2.0					48	94.1	48	94.1								
1979	51	2	3.9	1	2.0			1	2.0					49	96.1	44	86.3			2	3.9	1	2.0	2	3.9
Difference	0	-1	-2.0	-1	-1.9			0	0					+1	+2.0	-4	-7.7			+2	+3.9	+1	+2.0	+2	+3.9
TECH/PARAPROF																									
1977	11	3	27.3	3	27.3									8	72.7	8	72.7								
1979	13	5	38.5	5	38.5									8	61.5	7	53.8			1	7.7				
Difference	+2	+2	+11.2	+2	+11.2									0	-11.2	-1	-18.9			+1	+7.7				
SKILLED CRAFTS																									
1977	7	7	100.0	5	71.4			1	14.3			1	14.3	0											
1979	4	4	100.0	3	75.0			1	25.0					0											
Difference	-3	-3	0	-2	+3.6			0	+10.7			-1	-14.3	0											
SVC/MAINT																									
1977	52	42	80.8	37	71.2	4	7.7	1	1.9					10	19.2	9	17.3							1	1.9
1979	51	40	78.4	33	64.7	4	7.8	2	3.9			1	2.0	11	21.6	10	19.6			1	2.0				
Difference	-1	-2	-2.4	-4	-6.5	0	+0.1	+1	+2.0			+1	+2.0	+1	+2.4	+1	+2.3			+1	+2.0			-1	-1.9

CABRILLO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	14	12	85.7	10	71.4	1	7.1	1	7.1					2	14.3	2	14.3								
1979	13	12	92.3	11	84.6			1	7.7					1	7.7	1	7.7								
Difference	-1	0	+6.6	+1	+13.2	-1	-7.1	0	+0.6					-1	-6.6	-1	-6.6								
FACULTY																									
1977	166	116	69.9	105	63.3	2	1.2	5	3.0	2	1.2	2	1.2	50	30.1	45	27.1			4	2.4			1	0.6
1979	189	121	64.0	106	56.1	2	1.1	9	4.7	2	1.1	2	1.1	68	36.0	65	34.4			1	0.5	1	0.5	1	0.5
Difference	+23	+5	-5.9	+1	-7.2	0	-0.1	+4	+1.7	0	-0.1	0	-0.1	+18	+5.9	+20	+7.3			-3	-1.9	+1	+0.5	0	-0.1
PROF/NON FAC																									
1977	17	11	64.7	9	52.9			2	11.8					6	35.3	4	23.5			1	5.8	1	5.8		
1979	17	13	76.5	9	52.9	1	5.9	2	11.8			1	5.9	4	23.5	4	23.5								
Difference	0	+2	+11.8	0	0	+1	+5.9	0	0			+1	+5.9	-2	-11.8	0	0			-1	-5.8	-1	-5.8		
SECTY/CLER																									
1977	74	2	2.7	1	1.4	1	1.4							72	97.3	59	79.7			6	8.1	4	5.4	3	4.1
1979	62	1	1.6	1	1.6									61	98.4	49	79.0	1	1.6	7	11.3	3	4.8	1	1.6
Difference	-12	-1	-1.1	0	+0.2	-1	-1.4							-11	+1.1	-10	-0.7	+1	+1.6	+1	+3.2	-1	-0.6	-2	-2.5
TECH/PARAPROF																									
1977	22	5	22.7	5	22.7									17	77.3	14	63.6			3	13.6				
1979	31	11	35.5	10	32.3			1	3.2					20	64.5	16	51.6			3	9.7	1	3.2		
Difference	+9	+6	+12.8	+5	+9.6			+1	+3.2					+3	-12.8	+2	-12.0			0	-3.9	+1	+3.2		
SKILLED CRAFTS																									
1977	13	13	100.0	12	92.3							1	7.7	0											
1979	14	10	71.4	9	64.3							1	7.1	4	28.6	2	14.3					2	14.3		
Difference	+1	-3	-28.6	-3	-28.0							0	-0.6	+4	+28.6	+2	+14.3					+2	+14.3		
SVC/MAINT																									
1977	54	47	87.0	36	66.7			10	18.5			1	1.8	7	13.0	5	9.3							2	3.7
1979	31	28	90.3	16	51.6	1	3.2	9	29.0	1	3.2	1	3.2	3	9.7	2	6.5							1	3.2
Difference	-23	-19	+3.3	-20	-15.1	+1	+3.2	-1	+10.5	+1	+3.2	0	+1.4	-4	-3.3	-3	-2.8							-1	-0.5

CERRITOS COMMUNITY COLLEGE DISTRICT
1977 AND 1979 EEO-6 REPORT

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	38	31	81.6	31	81.6									7	18.4	6	15.8							1	2.6
1979	35	30	85.7	28	80.0	1	2.9	1	2.9					5	14.3	4	11.4					1	2.9		
Difference	-3	-1	+4.1	-3	-1.6	+1	+2.9	+1	+2.9					-2	-4.1	-2	-4.4					+1	+2.9	-1	-2.6
FACULTY																									
1977	268	184	68.7	172	64.2	2	0.7	8	3.0	1	0.4	1	0.4	84	31.3	77	28.7			5	1.9	2	0.7		
1979	261	177	67.8	164	62.8	2	0.8	9	3.4	1	0.4	1	0.4	84	32.2	79	30.3			4	1.5	1	0.4		
Difference	-7	-7	-0.9	-8	-1.4	0	+0.1	+1	+0.4	0	0	0	0	0	+0.9	+2	+1.6			-1	-0.4	-1	-0.3		
PROF/NON FAC																									
1977	7	6	85.7	6	85.7									1	14.3	1	14.3								
1979	6	3	50.0	2	33.3			1	16.7					3	50.0	2	33.3					1	16.7		
Difference	-1	-3	-35.7	-4	-52.4			+1	+16.7					+2	+35.7	+1	+19.0					+1	+16.7		
SECTY/CLER																									
1977	138	4	2.9	4	2.9									134	97.1	107	77.5			18	13.0	6	4.3	3	2.2
1979	121	2	1.7	2	1.7									119	98.3	101	83.4	1	0.8	11	9.1	4	3.3	2	1.7
Difference	-17	-2	-1.2	-2	-1.2									-15	+1.2	-6	+5.9	+1	+0.8	-7	-3.9	-2	-1.0	-1	-0.5
TECH/PARAPROF																									
1977	28	19	67.9	16	57.1			3	10.7					9	32.1	7	25.0			2	7.1				
1979	28	12	42.9	11	39.3			1	3.6					16	57.1	9	32.1			6	21.4			1	3.6
Difference	0	-7	-25.0	-5	-17.8			-2	-7.1					+7	+25.0	+2	+7.1			+4	+14.3			+1	+3.6
SKILLED CRAFTS																									
1977	11	11	100.0	11	100.0									0											
1979	12	12	100.0	10	83.3			2	16.7					0											
Difference	+1	+1	0	-1	-16.7			+2	+16.7					0											
SVC/MAINT																									
1977	65	62	95.4	52	80.0	2	3.1	7	10.8	1	1.5			3	4.6	3	4.6								
1979	55	53	96.3	39	70.9	4	7.3	8	14.5	1	1.8	1	1.8	2	3.7	2	3.7								
Difference	-10	-9	+0.9	-13	-9.1	+2	+4.2	+1	+3.7	0	+0.3	+1	+1.8	-1	-0.9	-1	-0.9								

CHAFFEY COMMUNITY COLLEGE DISTRICT
1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	29	21	72.4	20	69.0			1	3.4					8	27.6	8	27.6								
1979	17	11	64.7	8	47.0	1	5.9	2	11.8					6	35.3	3	17.6	1	5.9	1	5.9	1	5.9		
Difference	-12	-10	-7.7	-12	-22.0	+1	+5.9	+1	+8.4					-2	+7.7	-5	-10.0	+1	+5.9	+1	+5.9	+1	+5.9		
FACULTY																									
1977	194	117	60.3	110	56.7	3	1.5	3	1.5	1	0.5			77	39.7	71	36.6	2	1.0	3	1.5	1	0.5		
1979	257	155	60.3	139	54.1	3	1.2	10	3.8	3	1.2			102	39.7	90	35.0	5	1.9	5	1.9	2	1.9		
Difference	+63	+38	0	+29	-2.6	0	-0.3	+7	+2.3	+2	+0.7			+25	0	+19	-1.6	+3	+0.9	+2	+0.4	+1	+1.4		
PROF/NON FAC																									
1977	35	20	57.1	17	48.6			3	8.5					15	42.9	14	40.0	1	2.9						
1979	9	4	44.4	3	33.3	1	11.1							5	55.6	4	44.4			1	11.1				
Difference	-26	-16	-12.7	-14	-15.3	+1	+11.1	-3	-8.5					-10	+12.7	-10	+4.4	-1	-2.9	+1	+11.1				
SECTY/CLER																									
1977	98	1	1.0					1	1.0					97	99.0	83	84.7	1	1.0	12	12.2	1	1.0		
1979	93	2	2.2					2	2.2					91	97.8	76	81.7	1	1.1	10	10.7	3	3.2	1	1.1
Difference	-5	+1	+1.2					+1	+1.2					-6	-1.2	-7	-3.0	0	+0.1	-2	-1.5	+2	+2.2	+1	+1.1
TECH/PARAPROF																									
1977	41	21	51.2	20	48.8					1	2.4			20	48.8	16	39.0	2	4.9	1	2.4	1	2.4		
1979	60	26	43.3	16	26.7	2	3.3	8	13.3					34	56.7	26	43.3	2	3.3	2	3.3	3	5.0	1	1.7
Difference	+19	+5	-7.9	-4	-22.1	+2	+3.3	+8	+13.3	-1	-2.4			+14	+7.9	+10	+4.3	0	-1.6	+1	+0.9	+2	+2.6	+1	+1.7
SKILLED CRAFTS																									
1977	12	12	100.0	10	83.3			2	16.7					0	0										
1979	14	13	92.9	10	71.4			2	14.3			1	7.1	1	7.1	1	7.1								
Difference	+2	+1	-7.1	0	-11.9			0	-2.4			+1	+7.1	+1	+7.1	+1	+7.1								
SVC/MAINT																									
1977	62	48	77.4	24	38.7	1	1.6	23	37.1					14	22.6	14	22.6								
1979	55	40	72.7	20	36.3	4	7.3	16	29.1					15	27.3	14	25.5			1	1.8				
Difference	-7	-8	-4.7	-4	-2.4	+3	+5.7	-7	-8.0					+1	+4.7	0	+2.9			+1	+1.8				

CITRUS COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Posi-tions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	21	16	76.2	15	71.4			1	4.8					5	23.8	5	23.8								
1979	21	16	76.2	15	71.4			1	4.8					5	23.8	4	19.0	1	4.8						
Difference	0	0	0	0	0			0	0					0	0	-1	-4.8	+1	+4.8						
FACULTY																									
1977	130	89	68.5	83	63.8	1	0.8	2	1.5	2	1.5	1	0.8	41	31.5	37	28.4	1	0.8	2	1.5	1	0.8		
1979	118	82	69.5	76	64.4	1	0.8	2	1.8	2	1.8	1	0.8	36	30.5	32	27.1	1	0.8	2	1.8	1	0.8		
Difference	-12	-7	+1.0	-7	+0.6	0	0	0	+0.3	0	+0.3	0	0	-5	-1.0	-5	-1.3	0	0	0	+0.3	0	0		
PROF/NON FAC.																									
1977	7	1	14.3	1	14.3									6	85.7	4	57.1			1	14.3	1	14.3		
1979	20	7	35.0	6	30.0			1	5.0					13	65.0	11	55.0			1	5.0	1	5.0		
Difference	+13	+6	+20.7	+5	+15.7			+1	+5.0					+7	-20.7	+7	-2.1			0	-9.3	0	-9.3		
SECTY/CLER																									
1977	46	2	4.3	2	4.3									44	95.7	43	93.5			1	2.2				
1979	51	0												51	100.0	48	94.1	3	5.9						
Difference	+5	-2	-4.3	-2	-4.3									+7	+4.3	+5	+0.6	+3	+5.9	-1	-2.2				
TECH/PARAPROF																									
1977	29	11	37.9	9	31.0			2	6.9					18	62.1	17	58.6			1	3.4				
1979	27	8	29.6	6	22.2	1	3.7	1	3.7					19	70.4	17	63.0			2	7.4				
Difference	-2	-3	-8.3	-3	-8.8	+1	+3.7	-1	-3.2					+1	+8.3	0	+4.4			+1	+4.0				
SKILLED CRAFTS																									
1977	5	5	100.0	3	60.0					2	40.0			0	0										
1979	8	4	50.0	4	50.0									4	50.0	4	50.0								
Difference	+3	-1	-50.0	+1	-10.0					-2	-40.0			+4	+50.0	+4	+50.0								
SVC/MAINT																									
1977	35	29	82.9	16	45.7	1	2.9	12	34.3					6	17.1	2	5.7			4	11.4				
1979	48	37	77.1	25	52.1			14	29.1					11	22.9	8	16.7			3	6.2				
Difference	+13	+8	-5.8	+9	+6.4	-1	-2.9	+2	-5.2					+5	+5.9	+6	+11.0			-1	-5.2				

COACHELLA VALLEY COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	17	15	88.2	14	82.3			1	5.9					2	11.8	1	5.9	1	5.9						
1979	18	17	94.4	16	88.8			1	5.6					1	5.6	1	5.6								
Difference	+1	+2	+6.2	+2	+6.5			0	-0.3					-1	-6.2	0	-0.3	-1	-5.9						
FACULTY																									
1977	108	75	69.4	73	67.6			2	1.8					33	30.6	27	25.0	1	0.9	5	4.6				
1979	108	79	73.1	76	70.3			3	2.8					29	26.9	25	23.1	1	0.9	3	2.8				
Difference	0	+4	+3.7	+3	+2.7			+1	+1.0					-4	-3.7	-2	-1.9	0	0	-2	-1.8				
PROF/NON FAC																									
1977	0	0												0											
1979	10	6	60.0	5	50.0			1	10.0					4	40.0	4	40.0								
Difference	+10	+6	+60.0	+5	+50.0			+1	+10.0					+4	+40.0	+4	+40.0								
SECTY/CLER																									
1977	62	7	11.3	6	9.7	1	1.6							55	88.7	47	75.8	1	1.6	5	8.1	2	3.2		
1979	50	3	6.0	2	4.0			1	2.0					47	94.0	39	78.0	1	2.0	4	8.0	3	6.0		
Difference	-12	-4	-5.3	-4	-5.7	-1	-1.6	+1	+2.0					-8	+5.3	-8	+2.2	0	+0.4	-1	-0.1	+1	+2.8		
TECH/PARAPROF																									
1977	18	9	50.0	8	44.4			1	5.6					9	50.0	6	33.3					3	16.7		
1979	26	12	46.2	8	30.7			4	15.3					14	53.8	11	42.3	1	3.8	2	7.7				
Difference	+8	+3	-3.8	0	-13.7			+3	+9.7					+5	+3.8	+5	+9.0	+1	+3.8	+2	+7.7	-3	-16.7		
SKILLED CRAFTS																									
1977	6	5	100.0	6	100.0									0	0										
1979	10	6	60.0	6	60.0									4	40.0	4	40.0								
Difference	+4	0	-40.0	0	-40.0									+4	+40.0	+4	+40.0								
SVC/MAINT																									
1977	39	39	100.0	17	43.6	7	17.9	15	38.5					0											
1979	27	27	100.0	12	44.4	5	18.5	10	37.0					0											
Difference	-12	-12	0	-5	+0.8	-2	+0.6	-5	-1.5					0											

COAST COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC.IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	150	112	74.7	108	72.0	1	0.7	3	2.0					38	25.3	37	24.6			1	0.7				
1979	149	112	75.2	107	71.8			5	3.4					37	24.8	37	24.8								
Difference	-1	0	+0.5	-1	-0.2	-1	-0.7	+2	+1.4					-1	-0.5	0	+0.2			-1	-0.7				
FACULTY																									
1977	583	379	65.0	370	63.5	2	0.3	7	1.2					204	35.0	200	34.3	2	0.3	2	0.3				
1979	558	373	66.8	361	64.7	2	0.3	8	1.4	2	0.3			185	33.2	174	31.2	1	0.2	3	0.5	6	1.1	1	0.2
Difference	-25	-6	+1.8	-9	+1.2	0	0	+1	+0.2	+2	+0.3			-19	-1.8	-26	-3.1	-1	-0.1	+1	+0.2	+6	+1.1	+1	+0.2
PROF/NON FAC																									
1977	27	16	59.3	16	59.3									11	40.7	11	40.7								
1979	66	39	59.1	38	57.6	1	1.5							27	40.9	27	40.9								
Difference	+39	+23	-0.2	+22	-1.7	+1	+1.5							+16	+0.2	+16	+0.2								
SECTY/CLER																									
1977	301	13	4.3	13	4.3									288	95.7	271	90.0			7	2.3	10	3.3		
1979	260	8	3.1	8	3.1									252	96.9	238	94.4			5	2.0	8	3.2	1	0.4
Difference	-41	-5	-1.2	-5	-1.2									-36	+1.2	-33	+4.4			-2	-0.3	-2	-0.1	+1	+0.4
TECH/PARAPROF																									
1977	121	86	71.1	76	62.8	1	0.8	5	4.1	3	2.5	1	0.8	35	28.9	34	28.1			1	0.8				
1979	87	46	52.9	41	47.1			4	4.6	1	1.1			41	47.1	36	41.4			4	4.6	1	1.1		
Difference	-34	-40	-18.2	-35	-15.7	-1	-0.8	-1	+0.5	-2	-1.4	-1	-0.8	+6	+18.2	+2	+13.3			+3	+3.8	+1	+1.1		
SKILLED CRAFTS																									
1977	41	37	90.2	31	75.6	1	2.4	4	9.8	1	2.4			4	9.8	4	9.8								
1979	47	44	93.6	39	83.0	1	2.1	3	6.4	1	2.1			3	6.4	3	6.4								
Difference	+6	+7	+3.4	+8	+7.4	0	-0.3	-1	-3.4	0	-0.3			-1	-3.4	-1	-3.4								
SVC/MAINT																									
1977	145	124	85.5	98	67.6	3	2.0	20	13.8	2	1.4	1	0.7	21	14.5	21	14.5								
1979	141	117	83.0	92	65.2	1	0.7	18	12.8	6	4.2			24	17.0	23	16.3	1	0.7						
Difference	-4	-7	-2.5	-6	-2.4	-2	-1.3	-2	-1.0	+4	+2.8	-1	-0.7	+3	+2.5	+2	+1.8	+1	+0.7						

COMPTON COMMUNITY COL[illegible] DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	20	15	75.0	4	20.0	9	45.0	2	10.0					5	25.0	2	10.0	3	15.0						
1979	23	19	82.6	8	34.8	9	39.1	2	8.7					4	17.4	2	8.7	2	8.7						
Difference	+3	+4	+7.6	+4	+14.8	0	-5.9	0	-1.3					-1	-7.6	0	-1.3	-1	-6.3						
FACULTY																									
1977	94	57	60.6	44	46.8	9	9.6	1	1.1	3	3.2			37	39.4	13	13.8	22	23.4			2	2.1		
1979	80	52	65.0	36	45.0	11	13.8	2	2.5	3	3.7			28	35.0	12	15.0	15	18.8			1	1.2		
Difference	-14	-5	+4.4	-8	-1.8	+2	+4.2	+1	+1.4	0	+0.5			-9	-4.4	-1	+1.2	-7	-4.6			-1	-0.9		
PROF/NON FAC																									
1977	5	5	100.0	3	60.0	1	20.0	1	20.0					0	0										
1979	7	5	71.4	3	42.8	1	14.3	1	14.3					2	28.6	2	28.6								
Difference	+2	0	-28.6	0	-17.2	0	-5.7	0	-5.7					+2	+28.6	+2	+28.6								
SECTY/CLER																									
1977	66	6	9.1	3	4.5	2	3.0			1	1.5			60	90.9	33	50.0	23	34.8	1	1.5	3	4.5		
1979	65	4	6.2	1	1.5	2	3.1			1	1.5			61	93.8	17	26.1	41	63.1	2	3.1	1	1.5		
Difference	-1	-2	-2.9	-2	-3.0	0	+0.1			0	0			+1	+2.9	-16	-23.9	+18	+28.3	+1	+1.6	-2	-3.0		
TECH/PARAPROF																									
1977	34	16	47.1	11	32.4	3	8.8	1	2.9	1	2.9			18	52.9	9	26.5	7	20.6	1	2.9	1	2.9		
1979	18	8	44.4	5	27.7	2	11.1			1	5.6			10	55.6	6	33.3	3	16.7			1	5.6		
Difference	-16	-8	-2.7	-6	-4.7	-1	+2.3	-1	-2.9	0	+2.7			-8	+2.7	-3	+6.8	-4	-3.9	-1	-2.9	0	+2.7		
SKILLED CRAFTS																									
1977	10	10	100.0	5	50.0	3	60.0	2	40.0					0											
1979	11	11	100.0	7	63.6	2	18.2	2	18.2					0											
Difference	+1	+1	0	+2	+13.6	-1	-41.8	0	-21.8					0											
SVC/MAINT																									
1977	56	53	94.6	13	23.2	33	58.9	6	10.7	1	1.8			3	5.4			3	5.4						
1979	34	30	88.2	5	14.7	22	64.7	3	8.8					4	11.8	4	11.8								
Difference	-22	-23	-6.4	-8	-8.5	-11	+5.8	-3	-1.9	-1	-1.8			+1	+6.4	+4	+11.8	-3	-5.4						

CONTRA COSTA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	56	48	85.7	35	62.5	7	12.5	4	7.1	2	3.6			8	14.3	4	7.1	2	3.6			2	3.6		
1979	64	53	82.8	39	60.9	7	10.9	4	6.2	3	4.7			11	17.2	8	12.5	2	3.1			1	1.6		
Difference	+8	+5	-2.9	+4	-1.6	0	-1.6	0	-0.9	+1	+1.1			+3	+2.9	+4	+5.4	0	-0.5			-1	-2.0		
FACULTY																									
1977	517	366	70.8	306	59.2	31	6.0	19	3.7	9	1.7	1	0.2	151	29.2	120	23.2	16	3.1	9	1.7	5	1.0	1	0.2
1979	468	336	71.8	290	59.8	28	6.0	20	4.3	7	1.5	1	0.2	132	28.2	101	21.6	15	3.2	8	1.7	7	1.5	1	0.2
Difference	-49	-30	+1.0	-26	+0.6	-3	0	+1	+0.6	-2	-0.2	0	0	-19	-1.0	-19	-1.6	-1	+0.1	-1	0	+2	+0.5	0	0
PROF/NON FAC																									
1977	43	21	48.8	18	41.9	2	4.7	1	2.3					22	51.2	18	41.9	2	4.7	2	4.7				
1979	22	10	45.5	9	40.9	1	4.5							12	54.5	10	45.5	1	4.5	1	4.5				
Difference	-21	-11	-3.3	-9	-1.0	-1	-0.2	-1	-2.3					-10	+3.3	-8	+3.6	-1	-0.2	-1	-0.2				
SECTY/CLER																									
1977	162	8	4.9	7	4.3			1	0.6					154	95.1	119	73.5	17	10.5	15	9.3	3	1.9		
1979	137	4	2.9	3	2.2	1	0.7							133	97.1	96	70.1	17	12.4	14	10.2	4	2.9	2	1.5
Difference	-25	-4	-2.0	-4	-2.1	+1	+0.7	-1	-0.6					-21	+2.0	-23	-3.4	0	+1.9	-1	+0.9	+1	+1.0	+2	+1.5
TECH/PARAPROF																									
1977	53	23	43.4	17	32.1	4	7.5	1	1.9	1	1.9			30	56.6	20	37.7	6	11.3	3	5.7	1	1.9		
1979	51	26	51.0	19	37.3	4	7.8	1	2.0	2	3.9			25	49.0	19	37.3	4	7.8	2	3.9				
Difference	-2	+3	+7.6	+2	+5.2	0	+0.3	0	+0.1	+1	+2.0			-5	-7.6	-1	-0.4	-2	-3.5	-1	-1.8	-1	-1.9		
SKILLED CRAFTS																									
1977	0																								
1979	0																								
SVC/MAINT																									
1977	115	103	89.6	60	52.2	15	13.0	23	20.0	5	4.3			12	10.4	4	3.5	4	3.5	3	2.6			1	0.9
1979	114	93	81.6	44	38.6	16	14.0	27	23.7	6	5.3			21	18.4	10	8.8	8	7.0	3	2.6				
Difference	-1	-10	-8.0	-16	-13.6	+1	+1.0	+4	+3.7	+1	+1.0			+9	+8.0	+6	+5.3	+4	+3.5	0	0			-1	-0.9

EL CAMINO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

MALES
(No. Positions and % of Category)

Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT													
1977	41	32	78.0	30	73.2	2	4.9						
1979	38	33	86.8	30	78.9	2	5.3	1	2.6				
Difference	-3	+1	+8.8	0	+5.7	0	+0.4	+1	+2.6				
FACULTY													
1977	383	268	70.0	249	65.0	8	2.1	2	0.5	8	2.1	1	0.3
1979	330	238	72.1	218	66.1	8	2.4	2	0.6	9	2.7	1	0.3
Difference	-53	-30	+2.1	-31	+1.1	0	+0.3	0	+0.1	+1	+0.6	0	0
PROF/NON FAC													
1977	0												
1979	22	10	45.5	8	36.4	1	4.5	1	4.5				
Difference	+22	+10	+45.5	+8	+36.4	+1	+4.5	+1	+4.5				
SECTY/CLER													
1977	117	3	2.6	3	2.6								
1979	106	1	0.9			1	0.9						
Difference	-11	-2	-1.7	-3	-2.6	+1	+0.9						
TECH/PARAPROF													
1977	74	47	63.5	38	51.4	3	4.1	5	6.8	1	1.3		
1979	62	39	62.9	29	46.8	5	8.1	3	4.8	2	3.2		
Difference	-12	-8	-0.6	-9	-4.6	+2	+4.0	-2	-2.0	+1	+1.9		
SKILLED CRAFTS													
1977	20	20	100.0	17	85.0	3	15.0						
1979	22	22	100.0	16	72.7	5	22.7					1	4.5
Difference	+2	+2	0	-1	-12.3	+2	+7.7					+1	+4.5
SVC/MAINT													
1977	98	91	92.9	49	50.0	25	25.5	15	15.3	2	2.0		
1979	86	80	93.0	42	48.8	24	27.9	11	12.8	3	3.5		
Difference	-12	-11	+0.1	-7	-1.2	-1	+2.4	-4	-2.5	+1	+1.5		

FEMALES
(No. Positions and % of Category)

Position Category	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT												
1977	9	22.0	9	22.0								
1979	5	13.2	5	13.2								
Difference	-4	-8.8	-4	-8.8								
FACULTY												
1977	115	30.0	98	25.6	7	1.8	4	1.0	6	1.6		
1979	92	27.9	77	23.3	5	1.5	5	1.5	5	1.5		
Difference	-23	-2.1	-21	-2.3	-2	-0.3	+1	+0.5	-1	-0.1		
PROF/NON FAC												
1977												
1979	12	54.5	10	45.5	1	4.5			1	4.5		
Difference	+12	+54.5	+10	+45.5	+1	+4.5			+1	+4.5		
SECTY/CLER												
1977	114	97.4	95	81.2	7	6.0	3	2.6	9	7.7		
1979	105	99.1	84	79.2	8	7.5	3	2.8	10	9.4		
Difference	-9	+1.7	-11	-2.0	+1	+1.5	0	+0.2	+1	+1.7		
TECH/PARAPROF												
1977	27	36.5	21	28.4	2	2.7	3	4.1	1	1.3		
1979	23	37.1	15	24.2	4	6.5	3	4.8	1	1.6		
Difference	-4	+0.6	-6	-4.2	+2	+3.8	0	+0.7	0	+0.3		
SKILLED CRAFTS												
1977												
1979												
Difference												
SVC/MAINT												
1977	7	7.1	4	4.1	1	1.0	1	1.0	1	1.0		
1979	6	7.0	3	3.5	1	1.2	1	1.2	1	1.2		
Difference	-1	-0.1	-1	-0.6	0	+0.2	0	+0.2	0	+0.2		

FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	106	76	71.7	66	62.3	2	1.9	5	4.7	3	2.8			30	28.3	24	22.6	1	0.9	2	1.9	3	2.8		
1979	90	69	76.7	61	67.8	1	1.1	5	5.6	2	2.2			21	23.3	16	17.8			2	2.2	3	3.3		
Difference	-16	-7	+5.0	-5	+5.5	-1	-0.8	0	+0.9	-1	-0.6			-9	-5.0	-8	-4.8	-1	-0.9	0	+0.3	0	+0.5		
FACULTY																									
1977	515	332	64.5	296	57.5	10	1.9	11	2.1	12	2.3	3	0.6	183	35.5	157	30.5	7	1.4	5	1.0	13	2.5	1	0.2
1979	487	320	65.7	285	58.5	9	1.8	12	2.5	11	2.3	3	0.6	167	34.3	148	30.4	4	0.8	3	0.6	11	2.3	1	0.2
Difference	-28	-12	+1.2	-11	+1.0	-1	-0.1	+1	+0.4	-1	0	0	0	-16	-1.2	-9	-0.1	-3	-0.6	-2	-0.4	-2	-0.2	0	0
PROF/NON FAC																									
1977	57	28	49.1	21	36.8	1	1.7	4	7.0	2	3.5			29	50.9	25	43.9			2	3.5	2	3.5		
1979	123	40	32.5	27	22.0	4	3.2	6	4.9	3	2.4			83	67.5	68	55.3			6	4.9	9	7.3		
Difference	+65	+12	-16.6	+6	-14.8	+3	+1.5	+2	-2.1	+1	-1.1			+54	+16.6	+43	+11.4			+4	+1.4	+7	+3.8		
SECTY/CLER																									
1977	175	8	4.6	5	2.9	1	0.6	1	0.6	1	0.6			167	95.4	136	77.7	4	2.3	18	10.3	9	5.1		
1979	219	26	11.9	18	3.2	1	0.5	4	1.8	3	1.4			193	88.1	159	72.6	8	3.6	14	6.4	12	5.5		
Difference	+44	+18	+7.3	+13	+5.3	0	-0.1	+3	+1.2	+2	+0.8			+26	-7.3	+23	-5.1	+4	+1.3	-4	-3.9	+3	+0.4		
TECH/PARAPROF																									
1977	234	80	34.2	67	28.6	3	1.3	5	2.1	4	1.7	1	0.4	154	65.8	128	54.7	3	1.3	10	4.3	13	5.6		
1979	58	28	48.3	26	44.8	1	[illegible]			1	1.7			30	51.7	27	46.5	1	1.7			2	3.4		
Difference	-176	-52	+14.1	-41	+16.2	-2	+0.4	-5	-2.1	-3	0	-1	-0.4	-124	-14.1	-101	-8.2	-2	+0.4	-10	-4.3	-11	-2.2		
SKILLED CRAFTS																									
1977	23	22	95.6	20	87.0			2	8.7					1	4.3	1	4.3								
1979	22	21	95.4	19	86.4			2	9.1					1	4.5	1	4.5								
Difference	-1	-1	-0.2	-1	-0.6			0	+0.4					0	+0.2	0	+0.2								
SVC/MAINT																									
1977	111	86	77.5	47	42.3	3	2.7	11	9.9	25	22.5			35	31.5	30	27.0	3	2.7			1	0.9		
1979	100	73	73.0	34	34.0	1	10.0	13	13.0	25	25.0			27	27.0	24	24.0	2	2.0			1	1.0		
Difference	-11	-13	-4.5	-13	-8.3	-2	+7.3	+2	+3.1	0	+2.5			-8	-4.5	-6	-3.0	-1	-0.7			0	+0.1		

FREMONT-NEWARK COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	14	12	85.7	10	71.4			1	7.1	1	7.1			2	14.3	2	14.3								
1979	21	18	85.7	15	71.4			1	4.8	2	9.5			3	14.3	3	14.3								
Difference	+7	+6	0	+5	0			0	-2.3	+1	+2.4			+1	0	+1	0								
FACULTY																									
1977	109	61	56.0	51	46.8	1	0.9	7	6.4	2	1.8			48	44.0	46	42.2	1	0.9	1	0.9				
1979	106	63	59.4	54	50.9	1	0.9	6	5.7	2	1.9			43	40.6	42	39.6			1	0.9				
Difference	-3	+2	+3.4	+3	+4.1	0	0	-1	-0.7	0	+0.1			-5	-3.4	-4	-2.6	-1	-0.9	0	0				
PROF/NON FAC																									
1977	13	9	69.2	8	61.5					1	7.7			4	30.8	3	23.1					1	7.7		
1979	8	6	75.0	4	50.0			1	12.5	1	12.5			2	25.0	2	25.0								
Difference	-5	-3	+5.8	-4	-11.5			+1	+12.5	0	+4.8			-2	-5.8	-1	+1.9					-1	-7.7		
SECTY/CLER																									
1977	67	4	6.0	4	6.0									63	94.0	35	52.2	6	9.0	14	20.9	8	11.9		
1979	66	1	1.5	1	1.5									65	98.5	46	69.7	4	6.1	8	12.1	7	10.6		
Difference	-1	-3	-4.5	-3	-4.5									+2	+4.5	+11	+17.5	-2	-2.9	-6	-8.8	-1	-1.3		
TECH/PARAPROF																									
1977	34	12	35.3	7	20.6			2	5.9	3	8.8			22	64.7	22	64.7								
1979	23	10	43.5	9	39.1					1	4.3			13	56.5	8	34.8	1	4.3	3	13.0	1	4.3		
Difference	-11	-2	+8.2	+2	+18.5			-2	-5.9	-2	-4.5			-9	-8.2	-14	-29.9	+1	+4.3	+3	+13.0	+1	+4.3		
SKILLED CRAFTS																									
1977	11	11	100.0	7	63.6			4	36.4																
1979	7	7	100.0	6	85.7			1	14.3																
Difference	-4	-4	0	-1	+22.1			-3	-22.1																
SVC/MAINT																									
1977	25	25	100.0	14	56.0	1	4.0	5	20.0	5	20.0														
1979	30	29	96.7	17	56.7	1	3.3	10	33.3	1	3.3			1	3.3	1	3.3								
Difference	+5	+4	-3.3	+3	+0.7	0	-0.7	+5	+13.3	-4	-16.7			+1	+3.3	+1	+3.3								

GAVILAN COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Posi-tions	MALES (No. Positions and $ of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	17	14	82.4	13	76.4			1	5.9					3	17.6	2	11.8			1	5.9				
1979	15	11	73.3	10	66.7			1	6.6					4	26.7	4	26.7								
Difference	-2	-3	-9.1	-3	-9.7			0	+.7					+1	+9.1	+2	+14.9			-1	-5.9				
FACULTY																									
1977	64	50	78.1	45	70.3			5	7.8					14	21.9	13	20.3					1	1.6		
1979	54	40	74.1	35	64.8			5	9.3					14	25.9	12	22.2			1	1.9	1	1.9		
Difference	-10	-10	-4.0	-10	-5.5			0	+1.5					0	+4.0	-1	-1.9			+1	1.9	0	+.3		
PROF/NON FAC																									
1977	5	3	60.0	3	60.0									2	40.0	1	20.0			1	20.0				
1979	7	4	57.1	4	57.1									3	42.9	2	28.6					1	14.3		
Difference	+2	+1	-2.9	+1	-2.9									+1	+2.9	+1	+8.6			-1	-20.0	+1	+14.3		
SECTY/CLER																									
1977	32													32	100.0	23	71.9			6	18.7	3	9.4		
1979	25													25	100.0	16	64.0			8	32.0	1	4.0		
Difference	-7													-7	0	-7	-7.9			+2	+13.3	-2	-5.4		
TECH/PARAPROF																									
1977	23	11	47.8	7	30.4			4	17.4					12	52.2	7	30.4			3	13.0	2	8.7		
1979	12	1	3.3	1	8.3									11	91.7	9	75.0			2	16.7				
Difference	-11	-10	-39.2	-6	-22.1			-4	-17.4					-1	+39.5	+2	+44.6			-1	+3.7	-2	-8.7		
SKILLED CRAFTS																									
1977	2	1	50.0	1	50.0									1	50.0	1	50.0								
1979	2	2	100.0	1	50.0			1	50.0							0									
Difference	0	+1	+50.0	0	0			+1	+50.0					-1	-50.0	-1	-50.0								
SVC/MAINT																									
1977	26	18	69.2	5	19.2			12	46.8	1	3.2			8	30.8	5	19.2			3	11.5				
1979	14	10	71.4	6	42.8			4	28.6					4	28.6	2	14.3			2	14.3				
Difference	-12	-8	+2.2	+1	+23.6			-8	-18.2	-1	-3.2			-4	-2.2	-3	-4.9			-1	+2.8				

GLENDALE COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	14	12	85.7	12	85.7									2	14.3	2	14.3								
1979	18	12	66.7	12	66.7									6	33.3	4	22.2	1	5.6	1	5.6				
Difference	+4	0	-19.0	0	-19.0									+4	+19.0	+2	+7.9	+1	+5.6	+1	+5.6				
FACULTY																									
1977	140	97	69.3	96	68.6			1	.7					43	30.7	38	27.1	1	.7	2	1.4	1	.7	1	.7
1979	126	87	69.1	86	68.3			1	.8					39	30.9	32	25.4			4	3.2	3	2.4		
Difference	-14	-10	-.2	-10	-.3			0	+.1					-4	+.2	-6	-1.7	-1	-.7	+2	+1.8	+2	+1.7	-1	-.7
PROF/NON FAC																									
1977	10	5	50.0	3	30.0			2	20.0					5	50.0	4	40.0					1	10.0		
1979	20	12	60.0	9	45.0			3	15.0					8	40.0	6	30.0					2	10.0		
Difference	+10	+7	+10.0	+6	+15.0			+1	-5.0					+3	-10.0	+2	-10.0					+1	0		
SECTY/CLER																									
1977	62	2	3.2	2	3.2									60	96.8	57	91.9			3	4.8				
1979	46													46	100.0	39	84.8	1	2.2	5	10.8	1	2.2		
Difference	-16	-2	-3.2	-2	-3.2									-14	+3.2	-18	-7.1	+1	+2.2	+2	+6.0	+1	+2.2		
TECH/PARAPROF																									
1977	12	6	50.0	6	50.0									6	50.0	6	50.0								
1979	14	8	57.1	8	57.1									6	42.9	6	42.9								
Difference	+2	+2	+7.1	+2	+7.1									0	-7.1	0	-7.1								
SKILLED CRAFTS																									
1977	0																								
1979	0																								
SVC/MAINT																									
1977	40	24	60.0	23	57.5			1	2.5					16	40.0	15	37.5			1	2.5				
1979	42	25	59.5	15	35.7	2	4.8	5	11.9	3	7.1			17	40.5	16	38.1			1	2.4				
Difference	+2	+1	-0.5	-8	-21.8	+2	+4.8	+4	+9.4	+3	+7.1			+1	+.5	+1	+.6			0	-0.1				

GROSSMONT COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC.IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	35	27	77.1	24	68.5	2	5.7	1	2.8					8	22.9	5	14.3	1	2.8			2	5.7		
1979	39	28	71.8	26	66.7	2	5.1							11	28.2	8	20.5	1	2.6			2	5.1		
Difference	+4	+1	-5.3	+2	-1.8	0	-.6	-1	-2.8					+3	+5.3	+3	+6.2	0	-0.2			0	-0.6		
FACULTY																									
1977	263	178	67.7	165	62.7	2	.7	7	2.7	4	1.5			85	32.3	79	29.7	3	1.1			3	1.1	1	.4
1979	269	180	66.9	166	61.7	2	.7	8	2.9	4	1.5			89	33.1	78	29.0	4	1.5	3	1.1	3	1.1	1	.4
Difference	+6	+2	-0.8	+1	-1.0	0	0	+1	+0.2	0	0			+4	+0.8	0	-0.7	+1	+0.4	+3	+.1	0	0	0	0
PROF/NON FAC																									
1977	6	2	33.3	2	33.3									4	66.7	4	66.7								
1979	7	4	57.1	1	14.3			3	42.9					3	42.9	3	42.9								
Difference	+1	+2	+23.8	-1	-19.0			+3	+42.9					-1	-23.8	-1	-23.8								
SECTY/CLER																									
1977	113	4	3.5	3	2.7	1	.9							109	96.5	100	88.5	1	.9	6	5.3	1	.9	1	.9
1979	134	10	7.5	4	2.9	1	.8	2	1.5	1	.8	2	1.5	124	92.5	111	82.8	4	2.9	6	4.5	2	1.5	1	.8
Difference	+21	+6	+4.0	+1	+0.2	0	-0.1	+2	+1.5	+1	+0.8	+2	+1.5	+15	-4.0	+11	-5.7	+3	+2.0	0	-0.8	+1	+0.6	0	-0.1
TECH/PARAPROF																									
1977	55	28	50.9	25	45.5	1	1.8	1	1.8	1	1.8			27	49.1	25	45.5	1	1.8			1	1.8		
1979	55	32	58.2	31	56.4	1	1.8							23	41.8	21	38.2					1	1.8	1	1.8
Difference	0	+4	+7.3	+6	+10.9	0	0	-1	-1.8	-1	-1.8			-4	-7.3	-4	-7.3	-1	-1.8			0	0	+1	+1.8
SKILLED CRAFTS																									
1977	13	13	100.0	10	76.9	1	7.7	1	7.7			1	7.7												
1979	14	14	100.0	10	71.4	1	7.1	2	14.3			1	7.1												
Difference	+1	+1	0	0	-5.5	0	-0.6	+1	+6.6			0	-0.6												
SVC/MAINT																									
1977	40	28	70.0	22	55.0	2	5.0	4	10.0					12	30.0	12	30.0								
1979	33	23	69.7	17	51.5	2	6.1	3	9.1			1	3.0	10	30.3	10	30.3								
Difference	-7	-5	-0.3	-5	-3.5	0	+1.1	-1	-0.9			+1	+3.0	-2	+0.3	-2	+0.3								

IMPERIAL COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	19	15	78.9	12	63.2			3	15.8					4	21.1	3	15.8					1	5.3		
1979	15	14	93.3	11	73.3			3	20.0					1	6.7	1	6.7								
Difference	-4	-1	+14.4	-1	+10.1			0	+4.2					-3	-14.4	-2	-9.1					-1	-5.3		
FACULTY																									
1977	272	167	61.4	136	50.0	1	.4	29	10.7	1	.4			105	38.6	75	27.6	2	.7	25	9.2	2	.7	1	.4
1979	100	63	63.0	55	55.0			7	7.0			1	1.0	37	37.0	30	30.0			6	6.0	1	1.0		
Difference	-172	-104	+1.6	-81	+5.0	-1	-0.4	-22	-3.7	-1	-0.4	+1	+1.0	-68	-1.6	-45	+2.4	-2	-0.7	-19	-3.2	-1	+0.3	-1	-0.4
PROF/NON FAC																									
1977	0																								
1979	0																								
SECTY/CLER																									
1977	81	2	2.5	2	2.5									79	97.5	60	74.1	1	1.2	17	20.9	1	1.2		
1979	55	2	3.6	1	1.8	1	1.8							53	96.4	32	58.2			21	38.2				
Difference	-26	0	+1.1	-1	-0.7	+1	+1.8							-26	-1.1	-28	-15.9	-1	-1.2	+4	+17.3	-1	-1.2		
TECH/PARAPROF																									
1977	1	0												1	100.0	1	100.0								
1979	7	2	28.6	1	14.3			1	14.3					5	71.4	5	71.4								
Difference	+6	+2	+28.6	+1	+14.3			+1	+14.3					+4	-28.6	+4	-28.6								
SKILLED CRAFTS																									
1977	13	4	30.8	3	23.1	1	7.7							9	69.2	2	15.4			6	46.2			1	7.7
1979	5	5	100.0	3	60.0			2	40.0																
Difference	-8	+1	+69.2	0	+36.9	-1	-7.7	+2	+40.0					-9	-69.2	-2	-15.4			-6	-46.2			-1	-7.7
SVC/MAINT																									
1977	58	47	81.0	13	22.4	3	5.2	31	53.5					11	19.0	8	13.8			3	5.2				
1979	38	36	94.7	11	28.9	3	7.9	22	57.9					2	5.3	2	5.3								
Difference	-20	-11	+13.7	-2	+6.5	0	+2.7	-9	+4.4					-9	-13.7	-6	-8.5			-3	-5.2				

KERN COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND. AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	52	46	88.5	42	80.8			4	7.7					6	11.5	6	11.5								
1979	53	44	83.0	39	73.6			5	9.4					9	17.0	9	17.0								
Difference	+1	-2	-5.5	-3	-7.2			+1	+1.7					+3	+5.5	+3	+5.5								
FACULTY																									
1977	344	219	63.7	198	57.6	6	1.7	14	4.1			1	.3	125	36.3	112	32.6	4	1.2	4	1.2	4	1.2	1	.3
1979	354	213	60.2	190	53.7	7	2.0	15	4.2			1	.3	141	39.8	123	34.7	8	2.3	5	1.4	4	1.1	1	.3
Difference	+10	-6	-3.5	-8	-3.9	+1	+0.3	+1	+0.1			0	0	+16	+3.5	+11	+2.1	+4	+1.1	+1	+0.2	0	-0.1	0	0
PROF/NON FAC																									
1977	3	1	33.3	1	33.3									2	66.7	2	66.7								
1979	4	1	25.0	1	25.0									3	75.0	3	75.0								
Difference	+1	0	-8.3	0	-8.3									+1	+8.3	+1	+8.3								
SECTY/CLER																									
1977	172	6	3.5	4	2.3	1	.6	1	.6					166	96.5	125	73.3	14	8.1	21	12.2	2	1.2	3	1.7
1979	159	6	3.8	2	1.3	1	.6	2	1.3			1	.6	153	96.2	110	69.2	16	10.1	21	13.2	3	1.9	3	1.9
Difference	-13	0	+0.3	-2	-1.0	0	0	+1	+0.7			+1	+.6	-13	-0.3	-16	-4.1	+2	+2.0	0	+1.0	+1	+0.7	0	+0.2
TECH/PARAPROF																									
1977	74	31	41.9	26	35.1			4	5.4			1	1.4	43	58.1	36	48.6	1	1.4	5	6.8			1	1.4
1979	75	35	46.7	27	36.0			7	9.3			1	1.3	40	53.3	32	42.7	3	4.0	5	6.7				
Difference	+1	+4	+4.8	+1	+0.9			+3	+3.9			0	-0.1	-3	-4.8	-4	-5.9	+2	+2.6	0	-0.1			-1	-1.4
SKILLED CRAFTS																									
1977	5	5	+100.0	5	100.0																				
1979	6	5	83.3	5	83.3									1	16.7	1	16.7								
Difference	+1	0	-16.7	0	-16.7									+1	+16.7	+1	+16.7								
SVC/MAINT																									
1977	107	57	53.3	35	32.7	7	6.5	14	13.1			1	.9	50	46.7	33	30.8	6	5.6	10	9.4			1	.9
1979	82	68	82.9	36	43.9	11	13.4	20	24.4	1	1.2			14	17.1	8	9.8	2	2.4	3	3.7			1	1.2
Difference	-25	+11	+29.6	+1	+11.2	+4	+6.9	+6	+11.3	+1	+1.2	-1	-0.9	-36	-29.6	-25	-21.0	-4	-3.2	-7	-5.7			0	+0.3

LAKE TAHOE COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC.IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	4	4	100.0	3	75.0			1	25.0					0											
1979	4	4	100.0	4	100.0									0											
Difference	0	0	0	+1	+25.0			-1	-25.0					0											
FACULTY																									
1977	16	13	81.3	13	81.3									3	18.7	3	18.7								
1979	19	14	73.7	14	73.7									5	26.3	5	26.3								
Difference	+3	+1	+7.6	+1	+7.6									+2	+7.6	+2	+7.6								
PROF/NON FAC																									
1977	7	3	42.9	3	42.9									4	57.1	4	57.1								
1979	3	2	66.7	2	66.7									1	33.3	1	33.3								
Difference	-4	-1	+23.8	-1	+23.8									-3	-23.8	-3	-23.8								
SECTY/CLER																									
1977	14													14	100.0	14	100.0								
1979	12													12	100.0	10	33.3			2	16.7				
Difference	-2													-2	0	-4	-16.7			+2	+16.7				
TECH/PARAPROF																									
1977	0																								
1979	5													5	100.0	2	40.0			2	40.0	1	20.0		
Difference	+5													+5	+100.0	+2	+40.0			+2	+40.0	+1	+20.0		
SKILLED CRAFTS																									
1977	2	1	50.0					1	50.0					1	50.0	1	50.0								
1979	0																								
Difference	-2	-1	-50.0					-1	-50.0					-1	-50.0	-1	-50.0								
SVC/MAINT																									
1977	2	2	100.0	2	100.0									0											
1979	3	3	100.0	1	33.3			1	33.3	1	33.3			0											
Difference	+1	+1	0	-1	-66.7			+1	+33.3	+1	+33.3			0											

LASSEN COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	5	4	80.0	3	60.0	1	20.0							1	20.0	1	20.0								
1979	0																								
Difference	-5	-4	-80.0	-3	-60.0	-1	-20.0							-1	-20.0	-1	-20.0								
FACULTY																									
1977	44	39	88.6	38	86.4	1	2.3							5	11.4	4	9.1			1	2.3				
1979	36	32	88.9	31	86.1			1	2.8					4	11.1	4	11.1								
Difference	-8	-7	+0.3	-7	-0.3	-1	-2.3	+1	+2.8					-1	-0.3	0	+2.0			-1	-2.3				
PROF/NON FAC																									
1977	0																								
1979	14	11	78.6	8	57.1	1	7.1			1	7.1	1	7.1	3	21.4	3	21.4								
Difference	+14	+11	+78.6	+8	+57.1	+1	+7.1			+1	+7.1	+1	+7.1	+3	+21.4	+3	+21.4								
SECTY/CLER																									
1977	13	0												13	100.0	12	92.3			1	7.7				
1979	16	0												16	100.0	14	87.5			1	6.3			1	6.3
Difference	+3	0												+3	0	+2	-4.8			0	-1.4			+1	+6.3
TECH/PARAPROF																									
1977	26	13	50.0	11	42.3					1	3.9	1	3.9	13	50.0	13	50.0								
1979	8	1	12.5	1	12.5									7	87.5	7	87.5								
Difference	-18	-12	-37.5	-10	-29.8					-1	-3.9	-1	-3.9	-6	+37.5	-6	+37.5								
SKILLED CRAFTS																									
1977	0																								
1979	1	1	100.0	1	100.0																				
Difference	+1	+1	+100.0	+1	+100.0																				
SVC/MAINT																									
1977	17	9	52.9	8	47.1	1	5.9							8	47.1	7	41.2			1	5.9				
1979	13	10	76.9	10	76.9									3	23.1	3	23.1								
Difference	-4	+1	+24.0	+2	+29.8	-1	-5.9							-5	-24.0	-4	-18.1			-1	-5.9				

LONG BEACH COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category) TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES (No. Positions and % of Category) TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	32	27	84.4	25	78.1	1	3.1			1	3.1			5	15.6	4	12.5	1	3.1						
1979	34	28	82.4	25	73.5	1	2.9	1	2.9	1	2.9			6	17.6	5	14.7	1	2.9						
Difference	+2	+1	-2.0	0	-4.6	0	-0.2	+1	+2.9	0	-0.2			+1	+2.0	+1	+2.2	0	-0.2						
FACULTY																									
1977	324	221	68.2	206	63.6	8	2.5	4	1.2	3	.9			103	31.8	92	28.4	5	1.5	5	1.5	1	.3		
1979	310	205	66.1	190	61.3	8	2.6	4	1.3	3	.9			105	33.9	92	29.7	6	1.9	6	1.9	1	.3		
Difference	-14	-16	-2.1	-16	-2.3	0	+0.1	0	+0.1	0	0			+2	+2.1	0	+1.3	+1	+0.4	+1	+0.4	0	0		
PROF/NON FAC																									
1977	13	9	69.2	8	61.5			1	7.7					4	30.8	4	30.8								
1979	20	15	75.0	13	65.0			2	10.0					5	25.0	5	25.0								
Difference	+7	+6	+5.8	+5	+3.5			+1	+2.3					+1	-5.8	+1	-5.8								
SECTY/CLER																									
1977	128	1	.8	1	.8									127	99.2	119	93.0	1	.8	3	2.3	4	3.1		
1979	132	4	3.0	3	2.3			1	.7					128	97.0	118	89.4	1	.8	4	3.0	5	3.8		
Difference	+4	+3	+2.2	+2	+1.5			+1	+.7					+1	-2.2	-1	-3.6	0	0	+1	+.7	+1	+.7		
TECH/PARAPROF																									
1977	44	20	45.5	20	45.5									24	54.6	24	54.6								
1979	37	21	56.8	20	54.1	1	2.7							16	43.2	14	37.8	1	2.7	1	2.7				
Difference	-7	+1	+11.3	0	+8.6	+1	+2.7							-8	-11.4	-10	-16.8	+1	+2.7	+1	+2.7				
SKILLED CRAFTS																									
1977	2	2	100.0	2	100.0									0											
1979	3	3	100.0	3	100.0									0											
Difference	+1	+1	0	+1	0									0											
SVC/MAINT																									
1977	66	60	90.9	47	71.2	7	10.6	4	6.1	2	3.0			6	9.1	6	9.1								
1979	68	61	89.7	41	60.3	9	13.2	4	5.6	7	10.3			7	10.3	7	10.3								
Difference	+2	+1	-1.2	-6	-10.9	+2	+2.6	0	-0.5	+5	+7.3			+1	+1.2	+1	+1.2								

LOS ANGELES COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Posi-tions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC.IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	119	101	84.9	72	60.5	18	15.1	8	6.7	3	2.5			18	15.1	12	10.1	5	4.2			1	.8		
1979	199	157	78.9	105	52.7	27	13.6	18	9.1	7	3.5			42	21.1	25	12.6	14	7.0	2	1.0	1	.5		
Difference	+80	+56	-6.0	+33	-7.8	+9	-1.5	+10	+2.4	+4	+1.0			+24	+6.0	+13	+2.5	+9	+2.8	+2	+1.0	0	-0.3		
FACULTY																									
1977	1970	1241	63.0	1057	53.6	66	3.4	78	3.9	36	1.8	4	.2	729	37.0	573	29.1	84	4.3	39	1.9	33	1.7		
1979	1897	1183	62.4	993	52.4	62	3.3	85	4.5	39	2.1	4	.2	714	37.6	536	28.3	95	5.0	46	2.4	36	1.9	1	.1
Difference	-73	-58	-0.6	-64	-1.2	-4	-0.1	+7	+0.6	+3	+0.3	0	0	-15	+0.6	-37	-0.8	+11	+0.7	+7	+0.5	+3	+0.2	+1	+0.1
PROF/NON FAC																									
1977	183	113	61.8	87	47.5	7	3.8	4	2.2	15	8.2			70	38.2	51	27.8	4	2.2	4	2.2	11	6.0		
1979	203	124	61.1	85	41.9	11	5.4	7	3.5	21	10.3			79	38.9	54	26.6	5	2.5	5	2.5	15	7.4		
Difference	+20	+11	-0.7	-2	-5.6	+4	+1.6	+3	+1.3	+6	+2.1			+9	+0.7	+3	-1.2	+1	+0.3	+1	+0.3	+4	+1.4		
SECTY/CLER																									
1977	1007	132	13.1	50	5.0	39	3.9	17	1.7	24	2.4	2	.2	875	86.9	470	46.7	214	21.3	86	8.5	102	10.1	3	.3
1979	1046	134	12.8	63	6.0	35	3.4	19	1.8	16	1.5	1	.1	912	87.2	467	44.6	234	22.4	97	9.3	103	10.3	6	.6
Difference	+39	+2	-0.3	+13	+1.0	-4	-0.5	+2	+0.1	-8	-0.9	-1	-0.1	+37	+0.3	-3	-2.1	+20	+1.1	+11	+0.8	+6	+0.2	+3	+0.3
TECH/PARAPROF																									
1977	121	90	74.4	55	45.5	8	6.6	13	10.7	13	10.7	1	.8	31	25.6	21	17.4	4	3.3	2	1.6	4	3.3		
1979	137	101	73.7	65	47.5	11	8.0	10	7.3	14	10.2	1	.7	36	26.3	27	19.7	3	2.2	2	1.5	4	2.9		
Difference	+16	+11	-0.7	+10	+2.0	+3	+1.4	-3	-3.4	+1	-0.5	0	-0.1	+5	+0.7	+6	+2.3	-1	-1.1	0	-0.1	0	-0.4		
SKILLED CRAFTS																									
1977	125	125	100.0	91	72.8	10	8.0	15	12.0	7	5.6	2	1.6	0											
1979	119	119	100.0	85	71.4	11	9.2	14	11.8	7	5.9	2	1.7	0											
Difference	-6	-6	0	-6	-1.4	+1	+1.2	-1	-0.2	0	+0.3	0	+.1	0											
SVC/MAINT																									
1977	793	601	75.3	254	32.0	277	34.9	56	7.1	14	1.8			192	24.2	67	3.5	93	11.7	8	1.0	3	.4		
1979	729	533	73.1	205	28.1	261	35.8	48	6.6	17	2.3	2	.3	196	26.9	83	11.4	97	13.3	11	1.5	3	.4	2	.3
Difference	-64	-68	-2.7	-49	-3.9	-16	+0.9	-8	-0.5	+3	+0.5	+2	+0.3	+4	+2.7	+16	+2.9	+4	+1.6	+3	+.5	0	0	+2	+.3

LOS RIOS COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	87	63	72.4	44	50.1	10	11.5	4	4.6	4	4.6	1	1.2	24	27.6	19	21.8	2	2.3			3	3.5		
1979	67	49	73.1	35	52.2	7	10.5	4	5.9	2	2.9	1	1.5	18	26.9	13	19.4	1	1.5			4	5.9		
Difference	-20	-14	+.7	-9	+2.1	-3	-1.0	0	+1.3	-2	-1.7	0	+0.3	-6	-0.7	-6	-2.4	-1	-0.8			+1	+2.4		
FACULTY																									
1977	625	451	72.2	409	65.4	17	2.7	14	2.2	10	1.6	1	.2	174	27.8	141	22.6	8	1.3	13	2.1	12	1.9		
1979	581	423	72.8	381	65.6	18	3.1	13	2.2	10	1.7	1	.2	158	27.2	127	21.9	8	1.4	11	1.9	12	2.1		
Difference	-44	-28	+0.6	-28	+0.2	+1	+.4	-1	0	0	+.1	0	0	-16	-0.6	-14	-0.7	0	+.1	-2	-0.2	0	+0.2		
PROF/NON FAC																									
1977	77	40	51.9	32	41.6	3	3.9	4	5.2	1	1.3			37	48.1	25	32.5	7	9.1	3	3.9	2	2.6		
1979	85	50	58.8	35	41.2	6	7.1	5	5.9	3	3.5	1	1.2	35	41.2	23	27.1	8	9.4	2	2.4	2	2.4		
Difference	+8	+10	+6.9	+3	-0.4	+3	+3.2	+1	+0.7	+2	+2.2	+1	+1.2	-2	-6.9	-2	-5.4	+1	+.3	-1	-1.5	0	-.2		
SECTY/CLER																									
1977	305	19	6.2	14	4.5	2	.7			3	1.0			286	93.8	215	70.5	23	7.5	20	6.6	27	8.8	1	.3
1979	266	14	5.3	10	3.8	3	1.1			1	.4			252	94.7	185	69.5	25	9.4	17	6.4	23	8.7	2	.8
Difference	-39	-5	-0.9	-4	-0.7	+1	+0.4			-2	-.6			-34	+0.9	-30	-1.0	+2	+1.9	-3	-0.2	-4	-0.1	+1	+0.5
TECH/PARAPROF																									
1977	123	55	44.7	42	34.2	5	4.1	4	3.2	4	3.2			68	55.3	47	38.2	6	4.9	6	4.9	8	6.5	1	.8
1979	73	28	38.4	18	24.7	4	5.5	2	2.7	4	5.5			45	61.6	31	42.5	3	4.1	4	5.5	7	9.6		
Difference	-50	-27	-6.3	-24	-9.5	-1	+1.4	-2	-0.5	0	+2.3			-23	+6.3	-16	+4.3	-3	-0.8	-2	+0.6	-1	+3.1	-1	-.8
SKILLED CRAFTS																									
1977	39	39	100.0	31	79.5	2	5.1	4	10.3	1	2.6	1	2.6	0											
1979	30	30	[illegible].0	21	70.0	2	6.7	4	13.3	1	3.3	2	6.7	0											
Difference	-9	-9	0	-10	-9.5	0	+1.6	0	+3.0	0	+.7	+1	+4.1	0											
SVC/MAINT																									
1977	199	151	75.9	98	49.3	28	14.1	19	9.6	6	3.0			48	24.1	41	20.6	2	1.0	3	1.5	1	.5	1	.5
1979	151	133	88.1	80	52.9	26	17.2	19	12.6	8	5.3			18	11.9	16	10.6	2	1.3						
Difference	-48	-18	+12.2	-18	+3.6	-2	+3.1	0	+3.0	+2	+2.3			-30	-12.2	-25	-10.0	0	+.3	-3	-1.5	-1	-.5	-1	-.5

MARIN COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Posi-tions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	52	42	80.8	33	63.5	5	9.6	2	3.8	2	3.8			10	19.2	8	15.4	2	3.8						
1979	42	32	76.2	28	66.7	2	4.8	2	4.8					10	23.8	8	19.1	2	4.8						
Difference	-10	-10	-4.6	-5	+3.2	-3	-4.8	0	+1.0	-2	-3.8			0	+4.6	0	+3.7	0	+1.0						
FACULTY																									
1977	422	280	66.4	254	60.2	12	2.8	8	1.9	6	1.4			142	33.6	128	30.3	4	.9	4	.9	6	1.4		
1979	211	140	66.4	127	60.2	6	2.8	4	1.9	3	1.4			71	33.6	61	28.9	3	1.4	3	1.4	4	1.9		
Difference	-211	-140	0	-127	0	-6	0	-4	0	-3	0			-71	0	-67	-1.4	-1	+.5	-1	+.5	-2	+.5		
PROF/NON FAC																									
1977	23	11	47.8	9	39.1			2	8.7					12	52.2	11	47.8					1	4.4		
1979	23	13	56.5	11	47.8			2	8.7					10	43.5	9	39.1					1	4.4		
Difference	0	+2	+8.7	+2	+8.7			0	0					-2	-8.7	-2	-8.7					0	0		
SECTY/CLER																									
1977	156	8	5.1	4	2.5	4	2.5							148	94.9	139	89.1	7	4.5			2	1.3		
1979	144	6	4.2	2	1.4	2	1.4	2	1.4					138	95.8	130	90.3	6	4.2			2	1.4		
Difference	-12	-2	-.9	-2	-1.1	-2	-1.1	+2	+1.4					-10	+.9	-9	+1.2	-1	-.3			0	+.1		
TECH/PARAPROF																									
1977	56	39	69.6	35	62.5			4	7.1					17	30.4	11	19.6	2	3.6			4	7.1		
1979	48	25	52.1	23	47.9			2	4.2					23	47.9	19	39.6					4	8.3		
Difference	-8	-14	-17.5	-12	14.6			-2	-2.9					+6	+17.5	+8	+20.0	-2	-3.6			0	+1.2		
SKILLED CRAFTS																									
1977	54	46	85.2	36	66.7	8	14.8	2	3.7					8	14.8	8	14.8								
1979	31	24	77.4	21	67.7	2	6.5	1	3.2					7	22.6	7	22.6								
Difference	-23	-22	-7.8	-15	+1.0	-6	-8.3	-1	-.5					-1	+7.8	-1	+7.8								
SVC/MAINT																									
1977	74	60	81.1	52	70.3	4	5.4	4	5.4					14	18.9	10	13.5	4	5.4						
1979	33	29	87.9	25	75.7	2	6.1	2	6.1					4	12.1	3	9.1	1	3.0						
Difference	-41	-31	+6.8	-27	+5.4	-2	+.7	-2	+.7					-10	-6.8	-7	-4.4	-3	-2.4						

MENDOCINO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	8	7	87.5	7	87.5									1	12.5	1	12.5								
1979	7	7	100.0	7	100.0									0											
Difference	-1	0	+12.5	0	+12.5									-1	-12.5	-1	-12.5								
FACULTY																									
1977	31	24	77.4	23	74.2					1	3.2			7	22.6	7	22.6								
1979	28	21	75.0	19	67.8			1	3.6	1	3.6			7	25.0	7	25.0								
Difference	-3	-3	-2.4	-4	-6.4			+1	+3.6	0	+.4			0	+2.4	0	+2.4								
PROF/NON FAC																									
1977	5	3	60.0	3	60.0									2	40.0	2	40.0								
1979	10	3	30.0	3	30.0									7	70.0	5	50.0			2	20.0				
Difference	+5	0	-30.0	0	-30.0									+5	+30.0	+3	+10.0			+2	+20.0				
SECTY/CLER																									
1977	17	0												17	100.0	15	88.2			1	5.9			1	5.9
1979	21	0												21	100.0	18	85.7			2	9.5	1	4.8		
Difference	+4	0												+4	0	+3	-2.5			+1	+3.6	+1	+4.8	-1	-5.9
TECH/PARAPROF																									
1977	9	3	33.3	3	33.3									6	66.7	5	55.6							1	11.1
1979	2	2	100.0	2	100.0									0											
Difference	-7	-1	+66.7	-1	+66.7									-6	-66.7	-5	-55.6							-1	-11.1
SKILLED CRAFTS																									
1977	0																								
1979	0																								
SVC/MAINT																									
1977	6	5	83.3	5	83.3									1	16.7	1	16.7								
1979	7	6	85.7	5	71.4			1	14.3					1	14.3	1	14.3								
Difference	+1	+1	+2.4	0	-11.9			+1	+14.3					0	-2.4	0	-2.4								

MERCED COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	11	9	81.8	9	81.8									2	18.2	1	9.1	1	9.1						
1979	17	15	88.2	13	76.5			2	11.7					2	11.7	2	11.7								
Difference	+6	+6	+6.4	+4	-5.3			+2	+11.7					0	-6.5	+1	+2.6	-1	-9.1						
FACULTY																									
1977	121	95	78.5	90	74.4	1	.8	4	3.3					26	21.5	22	18.2	3	2.5	1	.8				
1979	129	94	72.9	89	68.9	1	.8	2	1.6	2	1.6			35	27.1	33	25.6	1	.8	2	1.6				
Difference	+8	-1	-5.6	-1	-5.5	0	0	-2	-1.7	+2	+1.6			+9	+5.6	+11	+7.4	-2	-1.7	+1	+.8				
PROF/NON FAC																									
1977	0																								
1979	0																								
SECTY/CLER																									
1977	27	3	11.1	2	7.4	1	3.7							24	88.9	18	66.7	1	3.7	5	18.5				
1979	55	3	5.5	1	1.8	1	1.8	1	1.8					52	94.5	43	78.2	2	3.6	7	12.7				
Difference	+28	0	-5.6	-1	-5.6	0	-1.9	+1	+1.8					+28	+5.6	+25	+11.5	+1	-.1	+2	-5.8				
TECH/PARAPROF																									
1977	64	17	26.6	12	18.7	1	1.6	4	6.3					47	73.4	30	46.9	10	15.6	7	10.9				
1979	60	32	53.3	24	40.0	5	8.3	3	5.0					28	46.7	20	33.3	2	3.3	6	10.0				
Difference	-4	+15	+26.7	+12	+21.3	+4	+6.7	-1	-1.3					-19	-26.7	-10	-13.6	-8	-12.3	-1	-.9				
SKILLED CRAFTS																									
1977	14	12	85.7	8	57.1			4	28.6					2	14.3	1	7.1	1	7.1						
1979	13	13	100.0	12	92.3	1	7.7							0											
Difference	-1	+1	+14.3	+4	+35.2	+1	+7.7	-4	-28.6					-2	-14.3	-1	-7.1	-1	-7.1						
SVC/MAINT																									
1977	21	21	100.0	8	38.1	2	9.5	11	52.4					0											
1979	29	26	89.7	11	37.9	2	6.9	13	44.8					3	10.3	3	10.3								
Difference	+8	+5	-10.3	+3	-.2	0	-2.6	+2	-7.6					+3	+10.3	+3	+10.3								

MIRA COSTA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	12	9	75.0	9	75.0									3	25.0	3	25.0								
1979	19	14	73.7	13	68.4			1	5.3					5	26.3	5	26.3								
Difference	+7	+5	-1.3	+4	-6.6			+1	+5.3					+2	+1.3	+2	+1.3								
FACULTY																									
1977	78	52	66.7	46	58.9	1	1.3	4	5.1			1	1.3	26	33.3	25	32.0	1	1.3						
1979	77	51	66.2	44	57.1	2	2.6	4	5.2			1	1.3	26	33.8	25	32.5	1	1.3						
Difference	-1	-1	-.5	-2	-1.8	+1	+1.3	0	+.1			0	0	0	+.5	0	+.5	0	0						
PROF/NON FAC																									
1977	21	10	47.6	9	42.8			1	4.8					11	52.4	11	52.4								
1979	18	4	22.2	4	22.2									14	77.8	12	66.7			2	11.1				
Difference	-3	-6	-25.4	-5	-20.6			-1	-4.8					+3	+25.4	+1	+14.3			+2	+11.1				
SECTY/CLER																									
1977	44	1	2.3	1	2.3									43	97.7	39	88.6			3	6.8	1	2.3		
1979	53	3	5.7	3	5.7									50	94.3	44	83.0			3	5.7	3	5.7		
Difference	+9	+2	+3.4	+2	+3.4									+7	-3.4	+5	-5.6			0	-1.1	+2	+3.4		
TECH/PARAPROF																									
1977	14	10	71.4	8	57.1			2	14.3					4	28.6	3	21.4					1	7.1		
1979	13	9	69.2	8	61.5			1	7.7					4	30.8	4	30.8								
Difference	-1	-1	-2.2	0	+4.4			-1	-6.6					0	+2.2	+1	+9.4					-1	-7.1		
SKILLED CRAFTS																									
1977	2	2	100.0	2	100.0																				
1979	0																								
Difference	-2	-2	-100.0	-2	-100.0																				
SVC/MAINT																									
1977	24	21	87.5	14	58.3	4	16.7	2	8.3			1	4.2	3	12.5	3	12.5								
1979	25	23	92.0	15	60.0	3	12.0	4	16.0			1	4.0	2	8.0	2	8.0								
Difference	+1	+2	+4.5	+1	+1.7	-1	-4.7	+2	+7.7			0	-.2	-1	-4.5	-1	-4.5								

MONTERREY COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#		#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	12	11	91.7	9	75.0	2	16.7							1	8.3	1	8.3								
1979	12	11	91.7	9	75.0	2	16.7							1	8.3	1	8.3								
Difference	0	0	0	0	0	0	0							0	0	0	0								
FACULTY																									
1977	114	85	74.6	80	70.2	2	1.8	2	1.8	1	.9			29	25.4	24	21.1	4	2.5			1	.9		
1979	105	77	73.3	71	67.6	3	2.9	2	1.9	1	.9			28	26.7	23	21.9	5	4.8						
Difference	-9	-8	-1.3	-9	-2.6	+1	+1.1	0	+.1	0	0			-1	+1.3	-1	+.8	+1	+2.3			-1	-.9		
PROF/NON FAC																									
1977	18	11	61.1	9	50.0	1	5.6	1	5.6					7	38.9	6	33.3	1	5.6						
1979	14	7	50.0	7	50.0									7	50.0	5	35.7	2	14.3						
Difference	-4	-4	-11.1	-2	0	-1	-5.6	-1	-5.6					0	+11.1	-1	+2.4	+1	+8.7						
SECTY/CLER																									
1977	54	4	7.4	1	1.9	2	3.7			1	1.9			50	92.6	39	72.2	6	11.1			5	9.3		
1979	53	4	7.6	1	1.9	2	3.8			1	1.9			49	92.4	36	67.9	6	11.3			5	9.4	2	3.8
Difference	-1	0	+.2	0	0	0	+.1			0	0			-1	-.2	-3	-4.3	0	+.2			0	+.1	+2	+3.8
TECH/PARAPROF																									
1977	16	12	75.0	9	56.3	1	6.2	1	6.2	1	6.2			4	25.0	4	25.0								
1979	17	11	64.7	8	47.1	1	5.9	2	11.7					6	35.3	4	23.5			1	5.9			1	5.9
Difference	+1	-1	-10.3	-1	-9.2	0	-.3	+1	+5.5	-1	-6.2			+2	+10.3	0	+1.5			+1	+5.9			+1	+5.9
SKILLED CRAFTS																									
1977	3	2	66.7	2	66.7									1	33.3	1	33.3								
1979	6	5	83.3	2	33.3	2	33.3	1	16.7					1	16.7	1	16.7								
Difference	+3	+3	+16.6	0	-33.4	+2	+33.3	+1	+16.7					0	-16.6	0	-16.6								
SVC/MAINT																									
1977	31	30	96.8	10	32.3	11	35.5	3	9.7	6	19.3			1	3.2	1	3.2								
1979	24	23	95.8	6	25.0	9	37.5	2	8.3	6	25.0			1	4.2	1	4.2								
Difference	-7	-7	-1.0	-4	-7.3	-2	+2.0	-1	-1.4	0	+5.7			0	+1.0	0	+1.0								

MOUNT SAN ANTONIO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	42	36	85.7	29	69.1	4	9.5	2	4.8	1	2.3			6	14.3	6	14.3								
1979	49	36	73.5	28	57.1	3	6.1	3	6.1	1	2.0	1	2.0	13	26.5	13	26.5								
Difference	+7	0	-12.2	-1	-12.0	-1	-3.4	+1	+1.3	0	-.3	+1	+2.0	+7	+12.2	+7	+12.2								
FACULTY																									
1977	335	222	66.3	198	59.1	7	2.1	12	3.6	2	.6	3	.9	113	33.7	98	29.3	6	1.8	7	2.1	2	.6		
1979	313	209	66.8	186	59.4	9	2.9	11	3.5	1	.3	2	.6	104	33.2	89	28.4	6	1.9	6	1.9	2	.6	1	.3
Difference	-22	-13	+.5	-12	+.3	+2	+.8	-1	-.1	-1	-.3	-1	-.3	-9	-.5	-9	-.9	0	+.1	-1	-.2	0	0	+1	+.3
PROF/NON FAC																									
1977	8	2	25.0	2	25.0									6	75.0	2	25.0	1	12.5	3	37.5				
1979	8	3	37.5	2	25.0	1	12.5							5	62.5	2	25.0	1	12.5	2	25.0				
Difference	0	+1	+12.5	0	0	+1	+12.5							-1	-12.5	0	0	0	0	-1	-12.5				
SECTY/CLER																									
1977	163	3	1.8	2	1.2	1	.6							160	98.2	129	79.1	12	7.4	18	11.0	1	.6		
1979	137	1	.7	1	.7									136	99.3	109	79.6	8	5.8	18	13.4	1	.7		
Difference	-26	-2	-1.1	-1	-.5	-1	-.6							-24	+1.1	-20	+.5	-4	-1.6	0	+2.4	0	+.1		
TECH/PARAPROF																									
1977	62	27	43.6	24	38.7			2	3.2			1	1.6	35	56.4	28	45.2	3	4.8	4	6.5				
1979	31	17	54.8	15	48.4			2	6.5					14	45.2	14	45.2								
Difference	-31	-10	+11.2	-9	+9.7			0	+3.3			-1	-1.6	-21	-11.2	-14	0	-3	-4.8	-4	-6.5				
SKILLED CRAFTS																									
1977	19	19	100.0	15	78.9			3	15.8	1	5.3			0											
1979	17	17	100.0	12	70.6	1	5.9	4	23.5					0											
Difference	-2	-2	0	-3	-8.3	+1	+5.9	+1	+7.7	-1	-5.3			0											
SVC/MAINT																									
1977	118	95	80.5	60	50.0	13	11.0	15	12.7	7	5.9			23	19.5	18	15.3	2	1.7	2	1.7	1	.8		
1979	98	77	78.6	40	40.8	12	12.2	18	18.4	7	7.1			21	21.4	14	14.3	3	3.1	3	3.1	1	1.0		
Difference	-20	-18	-1.9	-20	-10.0	-1	+1.2	+3	+5.7	0	+1.2			-2	+1.9	-4	-1.0	+1	+1.4	+1	+1.4	0	+.2		

MOUNT SAN JACINTO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	6	5	83.3	5	83.3									1	16.7	1	16.7								
1979	10	7	70.0	7	70.0									3	30.0	2	20.0			1	10.0				
Difference	+4	+2	-13.3	+2	-13.3									+2	+13.3	+1	+3.3			+1	+10.0				
FACULTY																									
1977	45	34	75.6	31	68.9	1	2.2	1	2.2	1	2.2			11	24.4	11	24.4								
1979	40	29	72.5	25	62.5	1	2.5	2	5.0	1	2.5			11	27.5	11	27.5								
Difference	-5	-5	-3.1	-6	-6.4	0	+.3	+1	+2.8	0	+.3			0	+3.1	0	+3.1								
PROF/NON FAC																									
1977	0																								
1979	0																								
SECTY/CLER																									
1977	31	4	12.9	3	9.7							1	3.2	27	87.1	23	74.2	1	3.2	3	9.7				
1979	23	1	4.4							1	4.4			22	95.6	19	82.6			3	13.0				
Difference	-8	-3	-8.5	-3	-9.7					+1	+4.4	-1	-3.2	-5	+8.5	-4	+8.4	-1	-3.2	0	+3.3				
TECH/PARAPROF																									
1977	14	9	62.3	9	62.3									5	35.7	4	28.6			1	7.1				
1979	8	5	62.5	4	50.0							1	12.5	3	37.5	3	37.5								
Difference	-6	-4	+.2	-5	-12.3							+1	+12.5	-2	+1.8	-1	+8.9			-1	-7.1				
SKILLED CRAFTS																									
1977	1	1	100.0	1	100.0									0											
1979	1	1	100.0	1	100.0									0											
Difference	0	0	0	0	0									0											
SVC/MAINT																									
1977	16	12	75.0	4	25.0	2	12.5	5	31.3			1	6.2	4	25.0	4	25.0								
1979	19	16	84.2	8	42.1	1	5.3	4	21.1			3	15.8	3	15.8	3	15.8								
Difference	+3	+4	+9.2	+4	+17.1	-1	-7.2	-1	-10.2			+2	+9.6	-1	-9.2	-1	-9.2								

NAPA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	31	20	64.5	17	54.8			2	6.5	1	3.2			11	35.5	8	25.8			3	9.7				
1979	27	17	63.0	10	37.0			4	14.8			3	11.1	10	37.0	9	33.3			1	3.7				
Difference	-4	-3	-1.5	-7	-17.8			+2	+8.3	-1	-3.2	+3	+11.1	-1	+1.5	+1	+7.5			-2	-6.0				
FACULTY																									
1977	96	60	62.5	57	59.4	1	1.0	2	2.1					36	37.5	34	35.4			1	1.0	1	1.0		
1979	84	53	63.1	51	60.7	2	2.4							31	36.9	29	34.5			1	1.2	1	1.2		
Difference	-12	-7	+.6	-6	+1.3	+1	+1.4	-2	-2.1					-5	-.6	-5	-.9			0	+.2	0	+.2		
PROF/NON FAC																									
1977	6	2	33.3	1	16.7	1	16.7							4	66.7	4	66.7								
1979	6	4	66.7					2	33.3	2	33.3			2	33.3	2	33.3								
Difference	0	+2	+33.4	-1	-16.7	-1	-16.7	+2	+33.3	+2	+33.3			-2	-33.4	-2	-33.4								
SECTY/CLER																									
1977	50	5	10.0	4	8.0					1	2.0			45	90.0	42	84.0			3	6.0				
1979	51	4	7.8	4	7.8									47	92.2	41	80.4			5	9.8	1	2.0		
Difference	+1	-1	-2.2	0	-.2					-1	-2.0			+2	+2.2	-1	-3.6			+2	+3.8	+1	+2.0		
TECH/PARAPROF																									
1977	32	12	37.5	11	34.4			1	3.1					20	62.5	20	62.5								
1979	21	8	38.1	8	38.1									13	61.9	13	61.9								
Difference	-11	-4	+.6	-3	+3.7			-1	-3.1					-7	-.6	-7	-.6								
SKILLED CRAFTS																									
1977	1	0												1	100.0	1	100.0								
1979	4	4	100.0	4	100.0									0											
Difference	+3	+4	+100.0	+4	+100.0									-1	-100.0	-1	-100.0								
SVC/MAINT																									
1977	27	21	77.8	16	59.3	2	7.4	3	11.1					6	22.2	5	18.5			1	3.7				
1979	20	15	75.0	11	55.0	1	5.0	2	10.0			1	5.0	5	25.0	4	20.0			1	5.0				
Difference	-7	-6	-2.8	-5	-4.3	-1	-2.4	-1	-1.1			+1	+5.0	-1	+2.8	-1	+1.5			0	+1.3				

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

MALES (No. Positions and % of Category) — FEMALES (No. Positions and % of Category)

Position Category	Total Positions	MALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	70	48	68.6	43	61.4			2	2.8	1	1.4	2	2.8	22	31.4	18	25.7	2	2.8	1	1.4	1	1.4		
1979	79	53	67.1	47	59.5	1	1.3	2	2.5	1	1.3	2	2.5	26	32.9	23	29.1	1	1.3	1	1.3	1	1.3		
Difference	+9	+5	-1.5	+4	-1.9	+1	+1.3	0	-.3	0	-.1	0	-.3	+4	+1.5	+5	+3.4	-1	-1.5	0	-.1	0	-.1		
FACULTY																									
1977	515	351	68.2	322	62.5	1	0.2	14	2.7	8	1.6	6	1.2	164	31.8	145	28.1	1	0.2	10	1.9	7	1.4	1	0.2
1979	470	317	67.4	295	62.7	1	0.2	10	2.1	6	1.3	5	1.1	153	32.6	133	28.3	2	0.4	8	1.7	8	1.7	2	0.4
Difference	-45	-34	-.8	-27	+.2	0	0	-4	-.6	-2	-.3	-1	-.1	-11	+.8	-12	+.2	+1	+.2	-2	-.2	+1	+.3	+1	+.2
PROF/NON FAC																									
1977	8	4	50.0	2	25.0	1	12.5	1	12.5					4	50.0	4	50.0								
1979	0																								
Difference	-8	-4	-50.0	-2	-25.0	-1	-12.5	-1	-12.5					-4	-50.0	-4	-50.0								
SECTY/CLER																									
1977	234	24	10.3	21	9.0			2	0.9			1	0.4	210	89.7	173	73.9	6	2.6	24	10.3	6	2.6	1	0.4
1979	213	13	6.1	10	4.7			2	0.9			1	0.5	200	93.9	173	81.2	3	1.4	19	8.9	4	1.9	1	0.5
Difference	-21	-11	-4.2	-11	-4.3			0	0			0	+.1	-10	+4.2	0	+7.3	-3	-1.2	-5	-1.4	-2	-.7	0	+.1
TECH/PARAPROF																									
1977	50	40	80.0	34	68.0			4	8.0	2	4.0			10	20.0	7	14.0	1	2.0	2	4.0				
1979	47	33	70.2	28	59.6			5	10.6					14	29.8	11	23.4	1	2.1	1	2.1	1	2.1		
Difference	-3	-7	-9.8	-6	-8.4			+1	+2.6	-2	-4.0			+4	+9.8	+4	+9.4	0	+.1	-1	-1.9	+1	+2.1		
SKILLED CRAFTS																									
1977	48	48	100.0	37	77.1	2	4.2	5	10.4			4	8.3	0											
1979	36	36	100.0	32	88.9			3	8.3			1	2.8	0											
Difference	-12	-12	0	-5	+11.8	-2	-4.2	-2	-2.1			-3	-5.5	0											
SVC/MAINT																									
1977	122	103	84.4	78	63.9	10	8.2	10	8.2	5	4.1			19	15.6	18	14.8	1	0.8						
1979	109	90	82.6	52	47.7	14	12.8	12	11.0	10	9.2	2	1.8	19	17.4	15	13.8	3	2.7	1	0.9				
Difference	-13	-13	-1.8	-26	-16.2	+4	+4.6	+2	+2.8	+5	+5.1	+2	+1.8	0	+1.8	-3	-1.0	+2	+1.9	+1	+.9				

PALOMAR COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	25	21	84.0	17	68.0	1	4.0	1	4.0	1	4.0	1	4.0	4	16.0	4	16.0								
1979	10	9	90.0	9	90.0									1	10.0	1	10.0								
Difference	-15	-12	+6.0	-8	+22.0	-1	-4.0	-1	-4.0	-1	-4.0	-1	-4.0	-3	-6.0	-3	-6.0								
FACULTY																									
1977	204	136	66.7	124	60.8	3	1.5	7	3.4			2	.9	68	33.3	62	30.4	3	1.5	1	.5	1	.5	1	.5
1979	211	141	66.8	129	61.1	4	1.9	6	2.8			2	.9	70	33.2	65	30.8	2	.9	1	.5	1	.5	1	.5
Difference	+7	+5	+.1	+5	+.3	+1	+.4	-1	-.6			0	0	+2	-.1	+3	+.4	-1	-.6	0	0	0	0	0	0
PROF/NON FAC																									
1977	23	11	47.8	9	39.1	1	4.4			1	4.4			12	52.2	12	52.2								
1979	36	16	44.4	11	30.6	2	5.6	1	2.8	2	5.6			20	55.6	20	55.6								
Difference	+13	+5	-3.4	+2	-8.5	+1	+1.2	+1	+2.8	+1	+1.2			+8	+3.4	+8	+3.4								
SECTY/CLER																									
1977	136	7	5.2	5	3.7			2	1.5					129	94.8	112	82.4	1	.7	12	8.8	4	2.9		
1979	147	8	5.4	5	3.4			3	2.0					139	94.6	120	81.6	1	.7	12	8.2	5	3.4	1	.7
Difference	+11	+1	+.2	0	-.3			+1	+.5					+10	-.2	+8	-.8	0	0	0	-.6	+1	+.5	+1	+.7
TECH/PARAPROF																									
1977	51	24	47.1	22	43.1	1	2.0	1	2.0					27	52.9	24	47.1			1	1.9	1	1.9	1	1.9
1979	40	23	57.5	21	52.5			1	2.5	1	2.5			17	42.5	14	35.0			2	5.0			1	2.5
Difference	-11	-1	+10.4	-1	+9.4	-1	-2.0	0	+.5	+1	+2.5			-10	-10.4	-10	-12.1			+1	+3.1	-1	-1.9	0	+.6
SKILLED CRAFTS																									
1977	4	3	75.0	3	75.0									1	25.0							1	25.0		
1979	5	5	100.0	5	100.0									0											
Difference	+1	+2	+25.0	+2	+25.0									-1	-25.0							-1	-25.0		
SVC/MAINT																									
1977	37	25	67.6	20	54.1			4	10.8	1	2.7			12	32.4	10	27.0	1	2.7	1	2.7				
1979	32	22	68.8	19	59.4			2	6.3	1	3.1			10	31.2	5	15.6	2	6.3	1	3.1	1	3.1	1	3.1
Difference	+5	-3	+1.2	-1	+5.3			-2	-4.5	0	+.4			-2	-1.2	-5	-11.4	+1	+3.6	0	+.4	+1	+3.1	+1	+3.1

PALO VERDE COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

MALES
(No. Positions and % of Category)

Position Category	Total Positions	TOTAL #	TOTAL %	WHITE #	WHITE %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	ASIAN/ PAC. IS. #	ASIAN/ PAC. IS. %	AMER. IND./ AL. NATIVE #	AMER. IND./ AL. NATIVE %
EXEC/ADM/MGT													
1977	5	4	80.0	4	80.0								
1979	5	3	60.0	3	60.0								
Difference	0	-1	-20.0	-1	-20.0								
FACULTY													
1977	21	13	61.9	13	61.9								
1979	18	8	44.4	8	44.4								
Difference	-3	-5	-17.5	-5	-17.5								
PROF/NON FAC													
1977	0												
1979	0												
SECTY/CLER													
1977	8												
1979	7												
Difference	-1												
TECH/PARAPROF													
1977	2												
1979	0												
Difference	-2												
SKILLED CRAFTS													
1977	0												
1979	0												
SVC/MAINT													
1977	2	2	100.0	2	100.0								
1979	2	2	100.0	2	100.0								
Difference	0	0	0	0	0								

FEMALES
(No. Positions and % of Category)

Position Category	Total Positions	TOTAL #	TOTAL %	WHITE #	WHITE %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	ASIAN/ PAC. IS. #	ASIAN/ PAC. IS. %	AMER. IND./ AL. NATIVE #	AMER. IND./ AL. NATIVE %
EXEC/ADM/MGT													
1977	5	1	20.0	1	20.0								
1979	5	2	40.0	2	40.0								
Difference	0	+1	+20.0	+1	+20.0								
FACULTY													
1977	21	8	38.1	7	33.3	1	4.8						
1979	18	10	55.6	9	50.0	1	5.6						
Difference	-3	+2	+17.5	+2	+16.7	0	+.8						
PROF/NON FAC													
1977	0												
1979	0												
SECTY/CLER													
1977	8	8	100.0	6	75.0	2	25.0						
1979	7	7	100.0	5	71.4	2	28.6						
Difference	-1	-1	0	-1	-3.6	0	+3.6						
TECH/PARAPROF													
1977	2	2	100.0			1	50.0	1	50.0				
1979	0	0											
Difference	-2	-2	-100.0			-1	-50.0	-1	-50.0				
SKILLED CRAFTS													
1977	0												
1979	0												
SVC/MAINT													
1977	2	0											
1979	2	0											
Difference	0	0											

PASADENA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	68	56	82.3	47	69.1	7	10.3	2	2.9					12	17.7	8	11.8	3	4.4					1	1.5
1979	49	37	75.5	31	63.3	4	8.2	2	4.1					12	24.5	10	20.4	2	4.1						
Difference	-19	-19	-6.8	-16	-5.8	-3	-2.1	0	+1.2					0	+6.8	+2	+8.6	-1	-.3					-1	-1.5
FACULTY																									
1977	327	207	63.3	190	58.1	8	2.5	5	1.5	4	1.2			120	36.7	100	30.6	12	3.7	2	.6	6	1.8		
1979	319	196	61.4	174	54.6	10	3.1	7	2.2	4	1.3	1	.3	123	38.6	98	30.7	16	5.0	2	.6	6	1.9	1	.3
Difference	-8	-11	-1.9	-16	-3.5	+2	+.6	+2	+.7	0	+.1	+1	+.3	+3	+1.9	-2	+.1	+4	+1.3	0	0	0	+.1	+1	+.3
PROF/NON FAC																									
1977	33	19	57.6	13	39.4	4	12.1	2	6.1					14	42.4	11	33.3	1	3.0	1	3.0	1	3.0		
1979	28	16	57.1	9	32.1	4	14.3	2	7.1	1	3.6			12	42.9	10	35.7	1	3.6			1	3.6		
Difference	-5	-3	-.5	-4	-7.3	0	+2.2	0	+1.0	+1	+3.6			-2	+.5	-1	+2.4	0	+.6	-1	-3.0	0	+.6		
SECTY/CLER																									
1977	147	12	8.2	9	6.1	1	.7	2	1.4					135	91.8	102	63.4	19	12.9	9	6.1	5	3.4		
1979	171	21	12.3	16	9.4	2	1.2	2	1.2	1	.6			150	87.7	110	64.3	18	10.5	16	9.4	5	2.9	1	.6
Difference	+124	+9	+4.1	+7	+3.3	+1	+.5	0	-.2	+1	+.6			+15	-4.1	+8	+.9	-1	-2.4	+7	+3.3	0	-.5	+1	+.6
TECH/PARAPROF																									
1977	75	48	64.0	37	49.3	7	9.3	3	4.0	1	1.3			27	36.0	19	25.3	5	6.7	1	1.3	2	2.7		
1979	58	33	56.9	28	48.3	2	3.5	3	5.2					25	43.1	19	32.8	5	8.6			1	1.7		
Difference	-17	-15	-7.1	-9	-1.0	-5	-5.8	0	+1.2	-1	-1.3			-2	+7.1	0	+7.5	0	+1.9	-1	-1.3	-1	-1.0		
SKILLED CRAFTS																									
1977	32	32	100.0	22	68.8	3	9.4	7	21.8					0											
1979	34	34	100.0	26	76.5	4	11.8	4	11.8					0											
Difference	+2	+2	0	+4	+7.7	+1	+2.4	-3	-10.0					0											
SVC/MAINT																									
1977	87	73	83.9	30	34.5	32	36.8	9	10.3	1	1.2	1	1.2	14	16.1	3	3.5	10	11.5	1	1.2				
1979	82	74	90.2	28	34.2	35	42.7	10	12.2	1	1.2			8	9.8	4	4.9	2	2.4	2	2.4				
Difference	-5	+1	+6.3	-2	-.3	+3	+5.9	+1	+1.9	0	0	-1	-1.2	-6	-6.3	+1	+1.4	-8	-9.1	+1	+1.2				

PERALTA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	37	29	78.4	14	37.8	10	27.0	4	10.8			1	2.7	8	21.6	4	10.8	4	10.8						
1979	80	60	75.0	34	42.5	19	23.8	7	8.8					20	25.0	11	13.7	9	11.3						
Difference	+43	+31	-3.4	+20	+4.7	+9	-3.2	+3	-2.0			-1	-2.7	+12	+3.4	+7	+2.9	+5	+.5						
FACULTY																									
1977	477	330	69.2	245	51.4	56	11.7	16	3.4	13	2.7			147	30.8	98	20.6	34	7.1	6	1.3	9	1.9		
1979	536	357	66.6	270	50.4	55	10.3	17	3.2	14	2.6	1	.2	179	33.4	119	22.2	48	9.0	5	.9	7	1.3		
Difference	+59	+27	-2.6	+25	+1.0	-1	-1.4	+1	-.2	+1	-.1	+1	+.2	+32	+2.6	+21	+1.6	+14	+1.9	-1	-.4	-2	-.6		
PROF/NON FAC																									
1977	48	26	54.2	15	31.3	7	14.6	3	6.3	1	2.1			22	45.8	11	22.9	10	20.8			1	2.1		
1979	0																								
Difference	-48	-26	-54.2	-15	-31.3	-7	-14.6	-3	-6.3	-1	-2.1			-22	-45.8	-11	-22.9	-10	-20.8			-1	-2.1		
SECTY/CLER																									
1977	175	27	15.4	10	5.7	11	6.3	2	1.1	4	2.3			148	84.6	66	37.7	44	25.1	16	9.1	22	12.6		
1979	336	63	18.8	28	8.3	20	5.9	8	2.4	5	1.5	2	.6	273	81.2	129	38.4	88	26.2	21	6.3	33	9.8	2	.6
Difference	+161	+36	+3.4	+18	+2.6	+9	-.4	+6	+1.3	+1	-.8	+2	+.6	+125	-3.4	+63	+.7	+44	+1.1	+5	+2.8	+11	-2.8	+2	+.6
TECH/PARAPROF																									
1977	31	11	35.5	7	22.6	3	9.7	1	3.2					20	64.5	10	32.3	5	16.1	1	3.2	4	12.9		
1979	19	13	68.4	7	36.8	6	31.6							6	31.6	2	10.5	1	5.3	2	10.5	1	5.3		
Difference	-12	+2	+32.9	0	+14.2	+3	+21.9	-1	-3.2					-14	-32.9	-8	-21.8	-4	-10.8	+1	+7.3	-3	-7.6		
SKILLED CRAFTS																									
1977	3	3	100.0	3	100.0									0											
1979	28	28	100.0	14	50.0	4	14.3	2	7.1	8	28.6			0											
Difference	+25	+25	0	+9	-50.0	+4	+14.3	+2	+7.1	+8	+28.6			0											
SVC/MAINT																									
1977	69	60	87.0	20	28.9	33	47.8	6	8.7	1	1.5			9	13.0	3	4.4	4	5.8	1	1.5	1	1.5		
1979	93	84	90.3	23	24.7	5[illegible]	56.9	4	4.3	4	4.3			9	9.7	4	4.3	5	5.4						
Difference	+24	+24	+3.3	+3	-4.2	+20	+9.1	-2	-4.4	+3	+2.8			0	-3.3	+1	-.1	+1	-.4	-1	-1.5	-1	-1.5		

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	48	38	79.2	31	64.6	4	8.3	2	4.2	1	2.1			10	20.8	9	18.7	1	2.1						
1979	46	35	76.1	26	56.5	4	8.7	3	6.5			2	4.4	11	23.9	9	19.6	2	4.4						
Difference	-2	-3	-3.1	-5	-8.1	0	+.4	+1	+2.3	-1	-2.1	+2	+4.4	+1	+3.1	0	+.9	+1	+2.3						
FACULTY																									
1977	231	148	64.1	128	55.4	4	1.7	15	6.5	1	.4			83	35.9	69	29.8	5	2.2	5	2.2	3	1.3	1	.4
1979	255	162	63.5	132	51.8	7	2.8	17	6.7	4	1.6	2	.8	93	36.5	75	29.4	4	1.6	8	3.1	6	2.4		
Difference	+24	+14	-.6	+4	-3.6	+3	+1.1	+2	+.2	+3	+1.2	+2	+.8	+10	+.6	+6	-.4	-1	-.6	+3	+.9	+3	+1.1	-1	-.4
PROF/NON FAC																									
1977	43	16	37.2	13	30.2			3	7.0					27	62.8	23	53.5	1	2.3	2	4.7	1	2.3		
1979	6	2	33.3	2	33.3									4	66.7			1	16.7						
Difference	-37	-8	-3.9	-11	+3.1			-3	-7.0					-23	+3.9	-23	-53.5	0	+14.4	-2	-4.7	-1	-2.3		
SECTY/CLER																									
1977	175	27	15.4	14	8.0	5	2.9	6	3.4	1	.6	1	.6	148	84.6	106	60.6	10	5.7	27	15.4	5	2.9		
1979	163	8	4.9	3	1.8			2	1.2	1	.6	2	1.2	155	95.1	114	69.9	7	4.3	32	19.6	2	1.2		
Difference	-12	-19	-10.5	-11	-6.2	-5	-2.9	-4	-2.2	0	0	+1	+.6	+7	+10.5	+8	+9.3	-3	-1.4	+5	+4.2	-3	-1.7		
TECH/PARAPROF																									
1977	53	15	28.3	11	20.8	1	1.9	1	1.9	2	3.8			38	71.7	23	43.4	5	9.4	10	18.9				
1979	48	13	27.1	9	18.[illegible]	2	4.2	1	2.1	1	2.1			35	72.9	21	43.8	5	10.4	7	14.6	2	4.2		
Difference	-5	-2	-1.2	[illegible]	[illegible]	+1	+2.3	0	+.2	-1	-1.7			-3	+1.2	-2	+.4	0	+1.0	-3	-4.3	+2	+4.2		
SKILLED CRAFTS																									
1977	9	6	66.7	3	33.3			3	33.3					3	33.4	3	33.4								
1979	17	13	76.5	9	52.9	2	11.8	1	5.9	1	5.9			4	23.5	4	23.5								
Difference	+8	+7	+9.8	+6	+19.6	+2	+11.8	-2	-27.4	+1	+5.9			+1	-9.9	+1	-9.9								
SVC/MAINT																									
1977	75	59	78.7	36	48.0	5	6.7	13	17.3	4	5.[illegible]	1	1.3	16	21.3	13	17.3			3	4.0				
1979	80	67	83.8	42	52.5	2	2.5	20	25.0	2	2.5	1	1.3	13	16.2	9	11.3	1	1.3	3	3.8				
Difference	+5	+8	+5.1	+6	+4.5	-3	-4.2	+7	+7.7	-2	-2.8	0	0	-3	-5.1	-4	-6.0	+1	+1.3	0	-.2				

REDWOODS COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	21	20	95.2	20	95.2									1	4.8	1	4.8								
1979	20	18	90.0	17	85.0					1	5.0			2	10.0	2	10.0								
Difference	-1	-2	-5.2	-3	-10.2					+1	+5.0			+1	+5.2	+1	+5.2								
FACULTY																									
1977	110	81	73.6	77	70.0			3	2.7			1	.9	29	26.4	26	23.6			1	.9			2	1.8
1979	111	83	74.8	78	70.3			4	3.6			1	.9	28	25.2	25	22.5			1	.9			2	1.8
Difference	+1	+2	+1.2	+1	+.3			+1	+.9			0	0	-1	-1.2	-1	-1.1			0	0			0	0
PROF/NON FAC																									
1977	0																								
1979	0																								
SECTY/CLER																									
1977	45	0												45	100.0	44	97.8					1	2.2		
1979	53	3	5.7	3	5.7									50	94.3	46	86.8			2	3.8	2	3.8		
Difference	+8	+3	+5.7	+3	+5.7									+5	-5.7	+2	-11.0			+2	+3.8	+1	+1.6		
TECH/PARAPROF																									
1977	38	7	18.4	4	10.5			1	2.6			2	5.3	31	81.6	23	60.5			2	5.3	4	10.5	2	5.3
1979	38	17	44.7	14	36.8			2	5.3			1	2.6	21	55.3	16	42.1			1	2.6	2	5.3	2	5.3
Difference	0	+10	+26.3	+10	+26.3			+1	+2.7			-1	-2.7	-10	-26.3	-7	-18.4			-1	-2.7	-2	-5.2	0	0
SKILLED CRAFTS																									
1977	10	10	100.0	9	90.0			1	10.0																
1979	14	14	100.0	12	85.7			1	7.1			1	7.1												
Difference	+4	+4	0	+3	-4.3			0	-2.9			+1	+7.1												
SVC/MAINT																									
1977	34	33	97.1	31	91.2			2	5.9					1	2.9									1	2.9
1979	43	36	83.7	32	74.4	1	2.3	3	7.0					7	16.3	3	7.0			1	2.3	1	2.3	2	4.7
Difference	+9	+3	-13.4	+1	-16.8	+1	+2.3	+1	+1.1					+6	+13.4	+3	+7.0			+1	+2.3	+1	+2.3	+1	+1.8

RIO HONDO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	36	28	77.8	22	61.1			4	11.1	1	2.8	1	2.8	8	22.2	6	16.7							2	5.5
1979	32	25	78.1	20	62.5	1	3.1	3	9.4	1	3.1			7	21.9	5	15.6							2	6.3
Difference	-4	-3	+.3	-2	+1.4	+1	+3.1	-1	-1.7	0	+.3	-1	-2.8	-1	-.3	-1	-1.1							0	+.8
FACULTY																									
1977	224	135	60.3	118	52.7	1	.4	13	5.8	3	1.3			89	39.7	71	31.7	3	1.3	11	4.9	3	1.3	1	.4
1979	194	117	60.3	101	52.1	1	.5	12	6.2	3	1.5			77	39.7	60	30.9	1	.5	12	6.2	3	1.5	1	.5
Difference	-30	-18	0	-17	-.6	0	+.1	-1	+.4	0	+.2			-12	0	-11	-.8	-2	-.8	+1	+1.3	0	+.2	0	+.1
PROF/NON FAC																									
1977	0																								
1979	19	14	73.7	10	52.6			3	15.8	1	5.3			5	26.3	3	15.8			1	5.3			1	5.3
Difference	+19	+14	+73.7	+10	+52.6			+3	+15.8	+1	+5.3			+5	+26.3	+3	+15.8			+1	+5.3			+1	+5.3
SECTY/CLER																									
1977	90	3	3.3	1	1.1			1	1.1			1	1.1	87	96.7	64	71.1			22	24.4	1	1.1		
1979	88	5	5.7	1	1.1			4	4.6					83	94.3	56	63.6			24	27.3	3	3.4		
Difference	-2	+2	+2.4	0	0			+3	+3.5			-1	-1.1	-4	-2.4	-8	-7.5			+2	+2.9	+2	+2.3		
TECH/PARAPROF																									
1977	41	27	65.8	19	46.3			7	17.1			1	2.4	14	34.2	9	22.0			4	9.8			1	2.4
1979	32	14	43.8	8	25.0			5	15.6	1	3.1			18	56.2	9	28.1			7	21.9	2	6.3		
Difference	-9	-13	-22.0	-11	-21.3			-2	-1.5	+1	+3.1	-1	-2.4	+4	+22.0	0	+6.1			+3	+12.1	+2	+6.3	-1	-2.4
SKILLED CRAFTS																									
1977	12	12	100.0	11	91.7			1	8.3					0											
1979	11	11	100.0	9	81.8			2	18.2					0											
Difference	-1	-1	0	-2	-9.9			+1	+9.9					0											
SVC/MAINT																									
1977	38	36	94.7	16	42.1	1	2.6	17	44.7			2	5.3	2	5.3	2	5.3								
1979	35	32	91.4	16	45.7	2	5.7	12	34.3			2	5.7	3	8.6	2	5.7			1	2.9				
Difference	-3	-4	-3.3	0	+3.6	+1	+3.1	-5	-10.4			0	+.4	+1	+3.3	0	+.4			+1	+2.9				

RIVERSIDE COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	24	21	87.5	18	75.0			3	12.5					3	12.5	3	12.5								
1979	29	21	72.4	20	69.0			1	3.4					8	27.6	7	24.1	1	3.4						
Difference	+5	0	-15.1	+2	-6.0			-2	-9.1					+5	+15.1	+4	-11.6	+1	+3.4						
FACULTY																									
1977	195	127	65.1	115	59.0	4	2.1	6	3.1	1	0.5	1	0.5	68	34.9	61	31.3	3	1.5	2	1.0	2	1.0		
1979	173	116	67.1	107	61.8	3	1.7	4	2.3	1	0.6	1	0.6	57	32.9	50	28.9	3	1.7	2	1.1	2	1.1		
Difference	-22	-11	+2.0	-8	+2.8	-1	-0.4	-2	-0.8	0	+0.1	0	+0.1	-11	-2.0	-11	-2.4	0	+0.2	0	+0.1	0	+0.1		
PROF/NON FAC																									
1977	3	3	100.0	2	66.7	1	33.3							0											
1979	24	13	54.2	7	29.2	1	4.2	5	20.8					11	45.8	10	41.7	1	4.2						
Difference	+21	+10	-45.8	+5	-37.5	0	-29.1	+5	+20.8					+11	+45.8	+10	+41.7	+1	+4.2						
SECTY/CLER																									
1977	72	3	4.2	2	2.8	1	1.4							69	95.8	56	77.8	4	5.6	8	11.1				
1979	74	3	4.1	2	2.7	1	1.4							71	95.9	54	73.0	3	4.1	12	16.2	2	2.7		
Difference	+2	0	-0.1	0	-0.1	0	0							+2	+0.1	-2	-4.8	-1	-1.5	+4	+5.1	+2	+2.7		
TECH/PARAPROF																									
1977*	11	11	100.0	9	81.8	1	9.1	1	9.1					2	18.2	2	18.2								
1979	12	7	58.3	7	58.3									5	41.7	4	33.3			1	8.3				
Difference	+1	-4	-41.7	-2	-23.5	-1	-9.1	-1	-9.1					+3	+23.5	+2	+15.1			+1	+8.3				
SKILLED CRAFTS																									
1977	10	10	100.0	8	80.0			2	20.0					0											
1979	10	10	100.0	7	70.0	1	10.0	2	20.0					0											
Difference	0	0	0	-1	-10.0	+1	+10.0	0	0					0											
SVC/MAINT																									
1977	49	46	93.9	25	51.0	9	18.4	12	24.5					3	6.1	3	6.1								
1979	61	51	83.6	29	47.5	11	18.0	11	18.0					10	16.4	8	13.1							2	3.3
Difference	+12	+5	-10.3	+4	-3.5	+2	-0.4	-1	-6.5					+7	+10.3	+5	+7.0							+2	+3.3

*Error in data. Correct data is not available.

SADDLEBACK COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category) TOTAL #	%	WHITE #	%	BLACK #	%	HISPANIC #	%	ASIAN/ PAC. IS. #	%	AMER. IND./ AL. NATIVE #	%	FEMALES (No. Positions and % of Category) TOTAL #	%	WHITE #	%	BLACK #	%	HISPANIC #	%	ASIAN/ PAC. IS. #	%	AMER. IND./ AL. NATIVE #	%
EXEC/ADM/MGT																									
1977	23	20	87.0	19	82.6							1	4.4	3	13.0	3	13.0								
1979	29	24	82.8	24	82.8									5	17.2	5	17.2								
Difference	+6	+4	-4.2	+5	+.2							-1	-4.4	+2	+4.2	+2	+4.2								
FACULTY																									
1977	160	101	63.1	96	60.0			3	1.9	1	.6	1	.6	59	36.9	55	34.4			1	.6	2	1.3	1	.6
1979	195	122	62.6	114	58.5			3	1.5	3	1.5	2	1.0	73	37.4	67	34.4			1	.5	4	2.1	1	.5
Difference	+35	+21	-.5	+18	-1.5			0	-.4	+2	+.9	+1	+.4	+14	+.5	+12	0			0	-.1	+2	+.8	0	-.1
PROF/NON FAC																									
1977	0																								
1979	8	3	37.5	3	37.5									4	50.0	3	37.5			1	12.5				
Difference	+8	+3	+37.5	+3	+37.5									+4	+50.0	+3	+37.5			+1	+12.5				
SECTY/CLER																									
1977	97	3	3.1	3	3.1									94	96.9	90	92.8			3	3.1	1	1.0		
1979	131	2	1.5	2	1.5									129	98.5	120	91.6	2	1.5	5	3.8	2	1.5		
Difference	+34	-1	-1.6	-1	-1.6									+35	+1.6	+30	-1.2	+2	+1.5	+2	+.7	+1	+.5		
TECH/PARAPROF																									
1977	34	26	76.5	23	67.7			3	8.8					8	23.5	8	23.5								
1979	47	38	80.8	34	72.3			4	8.5					9	19.2	9	19.2								
Difference	+13	+12	+4.3	+11	+4.6			+1	-.3					+1	-4.3	+1	-4.3								
SKILLED CRAFTS																									
1977	7	7	100.0	7	100.0									0											
1979	9	9	100.0	9	100.0									0											
Difference	+2	+2	0	+2	0									0											
SVC/MAINT																									
1977	58	55	94.8	46	79.3	1	1.7	6	10.3			2	3.5	3	5.2	3	5.2								
1979	71	65	91.6	54	76.1			9	12.7	1	1.4	1	1.4	6	8.4	6	8.4								
Difference	+13	+10	-3.2	+8	-3.2	-1	-1.7	+3	+2.4	+1	+1.4	-1	-2.1	+3	+3.2	+3	+3.2								

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORT

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Posi-tions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	19	15	78.9	14	73.7	1	5.2							4	21.1	4	21.1								
1979	35	29	82.9	28	80.0	1	2.9							6	17.1	5	14.2			1	2.9				
Difference	+16	+14	+4.0	+14	+6.3	0	-2.3							+2	-4.0	+1	-6.9			+1	+2.9				
FACULTY																									
1977	280	197	70.4	179	63.9	5	1.8	8	2.9	3	1.1	2	.7	83	29.6	63	22.5	8	2.9	7	2.5	3	1.1	2	.7
1979	262	184	70.2	161	61.5	5	1.9	10	3.8	3	1.2	5	1.9	78	29.8	61	23.3	8	3.1	4	1.5	3	1.2	1	.4
Difference	-18	-13	-.2	-18	-2.4	0	+.1	+2	+.9	0	+.1	+3	+1.2	-5	+.2	-2	+.8	0	+.2	-3	-1.0	0	+.1	-1	-.3
PROF/NON FAC																									
1977	10	8	80.0	7	70.0			1	10.0					2	20.0	1	10.0	1	10.0						
1979	7	5	71.4	3	42.9			2	28.6					2	28.6	1	14.3	1	14.3						
Difference	-3	-3	-8.6	-4	-27.1			+1	+18.6					0	+8.6	0	+4.3	0	+4.3						
SECTY/CLER																									
1977	100	3	3.0	3	3.0									97	97.0	77	77.0	6	6.0	13	13.0			1	1.0
1979	109	3	2.8	3	2.8									106	97.2	78	71.6	6	5.5	21	19.3			1	.9
Difference	+9	0	-.2	0	-.2									+9	+.2	+1	-5.4	0	-.5	+8	+6.3			0	-.1
TECH/PARAPROF																									
1977	31	26	83.9	23	74.2	2	6.5	1	3.2					5	16.1	5	16.1								
1979	37	26	70.3	23	62.2	3	8.1							11	29.7	10	27.0	1	2.7						
Difference	+6	0	-13.6	0	-12.0	+1	+1.6	-1	-3.2					+6	+13.6	+5	+10.9	+1	+2.7						
SKILLED CRAFTS																									
1977	12	12	100.0	12	100.0									0											
1979	13	13	100.0	12	92.3			1	7.7					0											
Difference	+1	+1	0	0	-7.7			+1	+7.7					0											
SVC/MAINT																									
1977	82	63	76.8	43	52.4	10	12.2	10	12.2					19	23.2	12	14.6	3	3.7	4	4.9				
1979	80	59	73.7	33	41.3	10	12.5	13	22.0	2	2.5	1	1.3	21	26.3	12	15.0	2	2.5	7	8.8				
Difference	-2	-4	-3.1	-10	-11.1	0	+.3	+3	+9.8	+2	+2.5	+1	+1.3	+2	+3.1	0	+.4	-1	-1.2	+3	+3.9				

SAN DIEGO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORT

MALES (No. Positions and % of Category) | FEMALES (No. Positions and % of Category)

Position Category	Total Positions	MALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	86	68	79.1	56	65.1	6	7.0	3	3.5	2	2.3	1	1.2	18	20.9	12	13.9	4	4.7			1	1.2	1	1.2
1979	77	59	76.6	49	63.6	6	7.8	2	2.6	2	2.6			18	23.4	13	16.9	3	3.9			1	1.3	1	1.3
Difference	-9	-9	-2.5	-7	-1.5	0	+.8	-1	-.9	0	+.3	-1	-1.2	0	+2.5	+1	+3.0	-1	-.8			0	+.1	0	+.1
FACULTY																									
1977	480	323	67.3	278	57.9	18	3.8	16	3.3	7	1.5	4	.8	157	32.7	142	29.6	9	1.9	5	1.0			1	.2
1979	465	316	68.0	278	59.8	14	3.0	12	2.6	8	1.7	4	.9	149	32.0	128	27.5	13	2.8	8	1.7				
Difference	-15	-7	+.7	0	+1.9	-4	-.8	-4	-.7	+1	+.2	0	+.1	-8	-.7	-14	-2.1	+4	+.9	+3	+.7			-1	-.2
PROF/NON FAC																									
1977	47	33	70.2	21	44.7	3	6.4	6	12.8	3	6.4			14	29.8	9	19.2	2	4.3	1	2.1	2	4.3		
1979	32	13	56.2	10	31.2	2	6.2	6	18.8					14	43.8	10	31.3	2	6.2			2	6.2		
Difference	-15	-15	-14.0	-11	-13.5	-1	-.2	0	+6.0	-3	-6.4			0	+14.0	+1	+12.1	0	+1.9	-1	-2.1	0	+1.9		
SECTY/CLER																									
1977	339	14	4.1	9	2.6	1	.3	2	.6	2	.6			325	95.9	246	72.6	39	11.5	21	6.2	16	4.7	3	.9
1979	290	8	2.8	4	1.4	2	.7	1	.3	1	.3			282	97.2	221	76.2	33	11.4	11	3.8	16	5.5	1	.3
Difference	-49	-6	-1.3	-5	-1.2	+1	+.4	-1	-.3	-1	-.3			-43	+1.3	-25	+3.6	-6	-.1	-10	-2.4	0	+.8	-2	-.6
TECH/PARAPROF																									
1977	52	35	67.3	30	57.7	1	1.9	2	3.8	2	3.8			17	32.7	14	26.9	1	1.9	1	1.9			1	1.9
1979	54	33	61.1	27	50.0	2	3.7	1	1.9	3	5.6			21	38.9	15	27.8	2	3.7	3	5.6	1	1.9		
Difference	+2	-2	-6.2	-3	-7.7	+1	+1.8	-1	-1.9	+1	+1.8			+4	+6.2	+1	+.9	+1	+1.8	+2	+3.7	+1	+1.9	-1	+1.9
SKILLED CRAFTS																									
1977	4	1	25.0			1	25.0							3	75.0	3	75.0								
1979	4	1	25.0	1	25.0									3	75.0	3	75.0								
Difference	0	0	0	+1	+25.0	-1	-25.0							0	0	0	0								
SVC/MAINT																									
1977	176	135	76.7	88	50.0	26	14.8	12	6.8	8	4.6	1	.6	41	23.3	32	18.2	5	2.8	3	1.7	1	.6		
1979	192	153	79.7	74	38.5	55	28.6	15	7.8	8	4.2	1	.5	39	20.3	27	14.1	10	5.2	1	.5	1	.5		
Difference	+16	+18	+3.0	-14	-11.5	+29	+13.8	+3	+1.0	0	-.4	0	-.1	-2	-3.0	-5	-4.1	+5	+2.4	-2	-1.2	0	-.1		

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	73	57	78.1	32	43.8	10	13.7	3	4.1	11	15.1	1	1.4	16	21.9	10	13.7	1	1.4	2	2.7	3	4.1		
1979	73	53	72.6	28	38.4	10	13.7	4	5.5	11	15.1			20	27.4	10	13.7	3	4.1	3	4.1	4	5.5		
Difference	0	-4	-5.5	-4	-5.4	0	0	+1	+1.4	0	0	-1	-1.4	+4	+5.5	0	0	+2	+2.7	+1	+1.4	+1	+1.4		
FACULTY																									
1977	721	424	58.8	352	48.8	20	2.8	22	3.1	30	4.2			297	41.2	209	29.0	35	4.8	17	2.4	35	4.8	1	.1
1979	617	375	60.8	316	51.2	19	3.1	15	2.4	24	3.9	1	.2	242	39.2	176	28.5	23	3.7	12	1.9	28	4.5	3	.5
Difference	-104	-49	+2.0	-36	+2.4	-1	+.3	-7	-.7	-6	-.3	+1	+.2	-55	-2.0	-33	-.5	-12	-1.1	-5	-.5	-7	-.3	+2	+.4
PROF/NON FAC																									
1977	23	17	73.9	8	34.8					9	39.1			6	26.1	2	8.7					4	17.4		
1979	95	48	50.5	29	30.5	2	2.1	3	3.2	14	14.7			47	49.5	19	20.0	9	9.5	1	1.1	18	18.9		
Difference	+72	+31	-23.4	+21	-4.3	+2	+2.1	+3	+3.2	+5	-24.4			+41	+23.4	+17	+11.3	+9	+9.5	+1	+1.1	+14	+1.5		
SECTY/CLER																									
1977	179	28	15.6	15	8.4	1	.6	3	1.7	9	5.0			151	84.4	82	45.8	25	14.0	10	5.6	34	19.0		
1979	158	23	14.6	13	8.2	2	1.3			8	5.1			135	85.4	69	43.7	18	11.4	5	3.2	43	27.2		
Difference	-21	-5	-1.0	-2	-.2	+1	+.7	-3	-1.7	-1	+.1			-16	+1.0	-13	-2.1	-7	-2.6	-5	-2.4	+9	+8.2		
TECH/PARAPROF																									
1977	51	32	62.7	18	35.3	2	3.9			12	23.5			19	37.3	13	25.5	3	5.9			3	5.9		
1979	58	30	51.7	20	34.5	4	6.9	1	1.7	4	6.9	1	1.7	28	48.3	17	29.3	3	5.2			8	13.8		
Difference	+7	-2	-11.0	+2	-.8	+2	+3.0	+1	+1.7	-8	-16.6	+1	+1.7	+9	+11.0	+4	-3.8	0	-.7			+5	+7.9		
SKILLED CRAFTS																									
1977	20	20	100.0	14	70.0	1	5.0	1	5.0	3	15.0	1	5.0	0											
1979	20	20	100.0	13	65.0	1	5.0	1	5.0	5	25.0			0											
Difference	0	0	0	-1	-5.0	0	0	0	0	+2	+10.0	-1	-5.0	0											
SVC/MAINT																									
1977	113	101	89.4	22	19.5	60	53.1	12	10.6	7	6.2			12	10.6	1	.9	11	9.7						
1979	133	100	75.2	24	18.1	50	37.6	11	8.3	15	11.3			33	24.8	9	6.8	14	10.5	7	5.3	3	2.3		
Difference	+20	-1	-14.2	+2	-1.4	-10	-15.5	-1	-2.3	+8	+5.1			+21	+14.2	+8	+5.9	+3	+.8	+7	+5.3	+3	+2.3		

SAN JOAQUIN DELTA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category) TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES (No. Positions and of Category) TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	57	42	73.7	34	59.7	2	3.5	2	3.5	4	7.0			15	26.3	13	22.8	1	1.7	1	1.7				
1979	54	40	74.1	32	59.3	4	7.4	2	3.7	2	3.7			14	25.9	11	20.4			2	3.7	1	1.8		
Difference	-3	-2	+0.4	-2	-0.4	+2	+3.9	0	+0.2	-2	-3.3			-1	-0.4	-2	-2.4	-1	-1.7	+1	+2.0	+1	+1.8		
FACULTY																									
1977	180	135	75.0	120	66.7	5	2.8	6	3.3	4	2.2			45	25.0	36	20.0	4	2.2	2	1.1	3	1.7		
1979	223	158	70.9	140	62.8	6	2.7	7	3.1	5	2.2			65	29.1	51	22.8	4	1.8	4	1.8	6	2.7		
Difference	+43	+23	-4.1	+20	-3.9	+1	-0.1	+1	-0.2	+1	0			+20	+4.1	+15	+2.8	0	-0.4	+2	+0.7	+3	+1.0		
PROF/NON FAC																									
1977	23	18	78.3	15	65.2	2	8.7	1	4.3					5	21.7	3	13.0	1	4.3			1	4.3		
1979	0																								
Difference	-23	-18	-78.3	-15	-65.2	-2	-8.7	-1	-4.3					-5	-21.7	-3	-13.0	-1	-4.3			-1	-4.3		
SECTY/CLER																									
1977	105	14	13.3	6	5.7	3	2.8	3	2.8	2	1.9			91	86.7	68	64.8	4	3.8	7	6.7	12	11.4		
1979	89	4	4.5	1	1.1	2	2.3			1	1.1			85	95.5	57	64.0	8	9.0	7	7.9	13	14.6		
Difference	-16	-10	-8.8	-5	-4.6	-1	-0.5	-3	-2.8	-1	-0.8			-6	+8.8	-11	-0.8	+4	+5.2	0	+1.2	+1	+3.2		
TECH/PARAPROF																									
1977	13	9	69.2	7	53.8			1	7.7	1	7.7			4	30.8	2	15.4	1	7.7	1	7.7				
1979	32	21	65.6	15	46.9			3	9.4	3	9.4			11	34.4	8	25.0	1	3.1			2	6.3		
Difference	+19	+12	-3.6	+8	-6.9			+2	+1.7	+2	+1.7			+7	+3.6	+6	+9.6	0	-4.6	-1	-7.7	+2	+6.3		
SKILLED CRAFTS																									
1977	6	6	100.0	6	100.0									0	0.0										
1979	6	6	100.0	6	100.0									0	0.0										
Difference	0	0	0	0	0									0	0.0										
SVC/MAINT																									
1977	104	77	74.0	40	38.5	14	13.4	12	11.5	10	9.6	1	1.0	27	26.0	21	20.2	4	3.9	2	1.9				
1979	106	73	68.9	41	38.7	10	9.4	13	12.3	9	8.5			33	31.1	25	23.6	3	2.8	2	1.9	3	2.8		
Difference	+2	-4	-5.1	+1	+0.2	-4	-4.0	+1	+0.8	-1	-1.1	-1	-1.0	+6	+5.1	+4	+3.4	-1	-1.1	0	0	+3	+2.8		

SAN JOSE COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	57	46	80.7	40	70.2	3	5.2	3	5.2					11	19.3	10	17.5					1	1.8		
1979	42	31	73.8	27	64.3	1	2.4	3	7.1					11	26.2	10	23.8			1	2.4				
Difference	-15	-15	-6.9	-13	-5.9	-2	-2.8	0	+1.9					0	+6.9	0	+6.3			+1	+2.4	-1	-1.8		
FACULTY																									
1977	262	172	65.6	138	52.7	9	3.4	21	8.0	3	1.1	1	0.4	90	34.4	77	29.4	5	1.9	7	2.7	1	0.4		
1979	254	161	63.4	130	51.2	8	3.1	18	7.1	3	1.2	2	0.8	93	36.6	79	31.1	6	2.4	7	2.7	1	0.4		
Difference	-8	-11	-2.2	-8	-1.5	-1	-.3	-3	-0.9	0	+0.1	+1	+0.4	+3	+2.2	+2	+1.7	+1	+0.5	0	0	0	0		
PROF/NON FAC																									
1977	33	6	18.2	3	9.1	1	3.0	1	3.0	1	3.0			27	81.8	20	60.6	3	9.1	2	6.1	2	6.1		
1979	14	8	57.1	8	57.1									6	42.9	5	35.7			1	7.1				
Difference	-19	+2	+38.9	+5	+48.0	-1	-3.0	-1	-3.0	-1	-3.0			-21	-38.9	-15	-24.9	-3	-9.1	-1	+1.0	-2	-6.1		
SECTY/CLER																									
1977	151	5	3.3	4	2.7			1	0.6					146	96.7	111	73.5	3	2.0	25	16.6	7	4.6		
1979	131	9	6.9	5	3.8	2	1.5	1	0.8	1	0.8			122	93.1	94	71.8	4	3.0	20	15.3	4	3.0		
Difference	-20	+4	+3.6	+1	+1.1	+2	+1.5	0	+0.2	+1	+0.8			-24	-3.6	-17	-1.7	+1	+1.0	-4	-1.3	-3	-1.6		
TECH/PARAPROF																									
1977	58	17	29.3	13	22.4	1	1.7	3	5.2					41	70.7	27	46.6	5	8.6	6	10.3	3	5.2		
1979	42	12	28.6	9	21.4	2	4.8	1	2.4					30	71.4	20	47.6	2	4.8	4	9.5	3	7.1	1	2.4
Difference	-16	-5	-0.7	-4	-1.0	+1	+3.1	-2	-2.8					-11	+0.7	-7	+1.0	-3	-3.8	-2	-0.8	0	+1.9	+1	+2.4
SKILLED CRAFTS																									
1977	12	12	100.0	10	83.3	1	8.3	1	8.3																
1979	10	10	100.0	9	90.0					1	10.0														
Difference	-2	-2	0	-1	+6.7	-1	-8.3	-1	-8.3	+1	+10.0			0	0.0										
SVC/MAINT																									
1977	69	60	87.0	25	36.2	6	8.7	18	26.1	11	15.9			9	13.0	7	10.1	1	1.5	1	1.5				
1979	53	43	81.1	19	35.8	3	5.7	11	20.8	10	18.8			10	18.9	9	17.0	1	1.9						
Difference	-16	-17	-5.9	-6	-0.4	-3	-3.0	-7	-5.3	-1	+2.9			+1	+5.9	+2	+6.9	0	+0.4	-1	-1.5				

SAN LUIS OBISPO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	7	7	100.0	6	85.7			1	14.3					0											
1979	7	7	100.0	6	85.7			1	14.3					0											
Difference	0	0	0	0	0			0	0					0											
FACULTY																									
1977	65	49	75.4	47	72.3			1	1.5	1	1.5			16	24.6	13	20.0			2	3.1	1	1.5		
1979	7[illegible]	53	72.6	51	69.9			1	1.4	1	1.4			20	27.4	17	23.3			2	2.7	1	1.4		
Difference	+8	+4	-2.8	+4	-2.4			0	-0.1	0	-0.1			+4	+2.8	+4	+3.3			0	-0.4	0	-0.1		
PROF/NON FAC																									
1977	28	18	64.3	15	53.6	1	3.6			2	7.1			10	35.7	9	32.1			1	3.6				
1979	21	12	57.1	9	42.9	1	4.7			2	9.5			9	42.9	8	38.1			1	4.7				
Difference	-7	-6	-7.2	-6	-10.7	0	+1.1			0	+2.4			-1	+7.2	-1	+6.0			0	+1.1				
SECTY/CLER																									
1977	38	1	2.6	1	2.6									37	97.4	34	89.5			1	2.6	2	5.3		
1979	34	2	5.9	1	2.9			1	2.9					32	94.1	31	91.2					1	2.9		
Difference	-4	+1	+3.3	0	+0.3			+1	+2.9					-5	-3.3	-3	+1.7			-1	-2.6	-1	-2.4		
TECH/PARAPROF																									
1977	10	9	90.0	8	80.0			1	10.0					1	10.0	1	10.0								
1979	9	8	88.9	7	77.8			1	11.1					1	11.1	1	11.1								
Difference	-1	-1	-1.1	-1	-2.2			0	+1.1					0	+1.1	0	+1.1								
SKILLED CRAFTS																									
1977	8	8	100.0	7	87.5			1	12.5					0											
1979	7	7	100.0	7	100.0									0											
Difference	-1	-1	0	0	+12.5			-1	-12.5					0											
SVC/MAINT																									
1977	22	20	90.9	16	72.7	1	4.5	1	4.5	2	9.1			2	9.1	2	9.1								
1979	17	15	88.2	13	76.4			1	5.9	1	5.9			2	11.8	2	11.8								
Difference	-5	-5	-2.7	-3	+3.7	-1	-4.5	0	+1.4	-1	-3.2			0	+2.7	0	+2.7								

SAN MATEO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

MALES
(No. Positions and % of Category)

Position Category	Total Positions	TOTAL #	TOTAL %	WHITE #	WHITE %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	ASIAN/ PAC. IS. #	ASIAN/ PAC. IS. %	AMER. IND./ AL. NATIVE #	AMER. IND./ AL. NATIVE %
EXEC ADM/MGT													
1977	67	52	77.6	44	65.6	4	6.0	3	4.5	1	1.5		
1979	65	52	80.0	45	69.2	3	4.6	3	4.6	1	1.5		
Difference	-2	0	+2.4	+1	+3.6	-1	-1.4	0	+0.1	0	0		
FACULTY													
1977	487	345	70.8	313	64.3	11	2.2	15	3.1	6	1.2		
1979	454	315	69.4	282	62.1	13	2.9	12	2.6	8	1.8		
Difference	-33	-30	-1.4	-31	-2.2	+2	+0.7	-3	-0.5	+2	+0.6		
PROF/NON FAC													
1977	0												
1979	0												
Difference	0												
SECTY/CLER													
1977	193	14	7.2	10	5.2	2	1.0	2	1.0				
1979	198	27	13.6	20	10.1	2	1.0	2	1.0	3	1.5		
Difference	+5	+13	+6.4	+10	+4.9	0	0	0	0	+3	+1.5		
TECH/PARAPROF													
1977	49	38	77.6	32	65.3	1	2.0	3	6.1	2	4.1		
1979	31	22	71.0	14	45.2	3	9.7	4	12.9	1	3.2		
Difference	-18	-16	-6.6	-18	-20.1	+2	+7.7	+1	+6.8	-1	-0.9		
SKILLED CRAFTS													
1977	6	6	100.0	5	83.3					1	16.7		
1979	6	6	100.0	6	100.0								
Difference	0	0	0	+1	+16.7					-1	-16.7		
SVC/MAINT													
1977	79	75	94.9	48	60.7	8	10.1	15	19.0	4	5.1		
1979	89	60	67.4	32	36.0	7	7.8	17	19.1	4	4.5		
Difference	+10	-15	-27.5	-16	-24.7	-1	-2.3	+2	+0.1	0	-0.6		

FEMALES
(No. Positions and % of Category)

Position Category	TOTAL #	TOTAL %	WHITE #	WHITE %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	ASIAN/ PAC. IS. #	ASIAN/ PAC. IS. %	AMER. IND./ AL. NATIVE #	AMER. IND./ AL. NATIVE %
EXEC ADM/MGT												
1977	15	22.4	13	19.4	2	3.0						
1979	13	20.0	11	15.9	2	3.1						
Difference	-2	-2.4	-2	-2.5	0	+0.1						
FACULTY												
1977	142	29.2	110	22.6	13	2.7	7	1.4	11	2.2	1	0.2
1979	139	30.6	108	23.8	15	3.3	7	1.5	9	2.0		
Difference	-3	+1.4	-2	+1.2	+2	+0.6	0	+0.1	-2	-0.2	-1	-0.2
PROF/NON FAC												
1977												
1979												
Difference												
SECTY/CLER												
1977	179	92.8	154	79.8	10	5.2	8	4.2	6	3.1	1	0.5
1979	171	86.4	144	72.7	16	8.1	4	2.0	6	3.0	1	0.5
Difference	-8	-6.4	-10	-7.1	+6	+2.9	-4	-2.2	0	-0.1	0	0
TECH/PARAPROF												
1977	11	22.4	9	18.3	2	4.1						
1979	9	29.0	6	19.4	1	3.2	1	3.2	1	3.2		
Difference	-2	+6.6	-3	+1.1	-1	-0.9	+1	+3.2	+1	+3.2		
SKILLED CRAFTS												
1977	0											
1979	0											
Difference	0											
SVC/MAINT												
1977	4	5.1	2	2.5	1	1.3	1	1.3				
1979	29	32.6	23	25.8	4	4.5	2	2.3				
Difference	+25	+27.5	+21	+23.3	+3	+3.2	+1	+1.0				

SANTA BARBARA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category) TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES (No. Positions and % of Category) TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	26	23	88.5	17	65.4			6	23.1					3	11.5	3	11.5								
1979	25	22	88.0	16	64.0			6	24.0					3	12.0	3	12.0								
Difference	-1	-1	-0.5	-1	-1.4			0	+0.9					0	+0.5	0	+0.5								
FACULTY																									
1977	185	121	65.4	106	57.3	2	1.1	11	6.0	1	0.5	1	0.5	64	34.6	55	29.7	4	2.2	5	2.7				
1979	176	115	65.3	100	56.8	2	1.1	11	6.2	1	0.6	1	0.6	61	34.7	53	30.1	4	2.8	4	2.9				
Difference	-9	-6	-0.1	-6	-0.5	0	0	0	+0.2	0	+0.1	0	+0.1	-3	+0.1	-2	+0.4	0	+0.6	-1	+0.1				
PROF/NON FAC.																									
1977	5	1	20.0	1	20.0									4	80.0	4	80.0								
1979	5	1	20.0	1	20.0									4	80.0	4	80.0								
Difference	0	0	0	0	0									0	0	0	0								
SECTY/CLER																									
1977	93	6	6.5	4	4.3			2	2.2					87	93.5	74	79.6	1	1.1	11	11.8	1	1.1		
1979	90	6	6.7	4	4.4			2	2.2					84	93.3	70	77.8	1	1.1	12	13.3	1	1.1		
Difference	-3	0	+0.2	0	+0.1			0	0					-3	-0.2	-4	-1.8	0	0	+1	+1.5	0	0		
TECH/PARAPROF																									
1977	40	24	60.0	19	47.5	1	2.5	2	5.0	1	2.5	1	2.5	16	40.0	13	32.5	2	5.0	1	2.5				
1979	38	25	65.8	21	55.3	1	2.6	2	5.3	1	2.6			13	34.2	11	29.0			1	2.6	1	2.6		
Difference	-2	+1	+5.8	+2	+7.8	0	+0.1	0	+0.3	0	+0.1	-1	-2.5	-3	-5.8	-2	-3.5	-2	5.0	0	+0.1	+1	+2.6		
SKILLED CRAFTS																									
1977	1	1	100.0	1	100.0									0	0.0										
1979	1	1	100.0	1	100.0									0	0.0										
Difference	0	0	0	0	0									0	0.0										
SVC/MAINT																									
1977	45	40	88.9	14	31.1	6	13.3	20	44.4					5	11.1	3	6.7			1	2.2			1	2.2
1979	39	35	89.7	12	30.8	4	10.2	19	48.7					4	10.3	2	5.1			1	2.6			1	2.6
Difference	-6	-5	+0.8	-2	-0.3	-2	-3.1	-1	+4.3					-1	-0.8	-1	-1.6			0	+0.4			0	+0.4

SANTA CLARITA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	14	12	85.7	12	85.7									2	14.3	1	7.1	1	7.1						
1979	16	12	75.0	12	75.0									4	25.0	3	18.8	1	6.2						
Difference	+2	0	-10.7	0	-10.7									+2	+10.7	+2	+11.7	0	-0.9						
FACULTY																									
1977	53	36	67.9	34	64.1					2	3.8			17	32.1	17	32.1								
1979	49	33	67.3	30	61.2			1	2.0	2	4.1			16	32.6	15	30.6			1	2.0				
Difference	-4	-3	-.6	-4	-2.9			+1	+2.0	0	+0.3			-1	+0.5	-2	-1.5			+1	+2.0				
PROF/NON FAC.																									
1977	1													1	100.0					1	100.0				
1979	1													1	100.0					1	100.0				
Difference	0													0	0					0	0				
SECTY/CLER																									
1977	36													36	100.0	34	94.4			2	5.6				
1979	27													27	100.0	26	96.3			1	3.7				
Difference	-9													-9	0	-8	+1.9			-1	-1.9				
TECH/PARAPROF																									
1977	5	1	20.0	1	20.0									4	80.0	4	80.0								
1979	18	6	33.3	6	33.3									12	66.7	11	61.1							1	5.6
Difference	+13	+5	+13.3	+5	+13.3									+8	-13.3	+7	-18.9							+1	+5.6
SKILLED CRFTS																									
1977	0																								
1979	0																								
Difference	0																								
SVC/MAINT																									
1977	33	32	97.0	26	78.8	1	3.0	3	9.1	2	6.1			1	3.0	1	3.0								
1979	18	17	94.4	14	77.7			1	5.6	1	5.6	1	5.6	1	5.6	1	5.6								
Difference	-15	-15	-2.6	-12	-1.1	-1	-3.0	-2	-3.5	-1	-0.5	+1	+5.6	0	+2.6	0	+2.6								

SANTA MONICA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category) TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES (No. Positions and % of Category) TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	25	22	88.0	20	80.0	1	4.0	1	4.0					3	12.0	3	12.0								
1979	32	24	75.0	19	59.4	4	12.5	1	3.1					8	25.0	8	25.0								
Difference	+7	+2	-13.0	-1	-20.6	+3	+8.5	0	-0.9					+5	+13.0	+5	+13.0								
FACULTY																									
1977	209	130	62.2	115	55.0	6	2.9	6	2.9	3	1.4			79	37.8	69	33.0	7	3.3	1	0.5	1	0.5	1	0.5
1979	211	142	67.3	123	58.3	9	4.3	8	3.8	2	0.9			69	32.7	61	28.9	5	2.3	1	0.5	1	0.5	1	0.5
Difference	+2	+12	+5.1	+8	+3.3	+3	+1.4	+2	+0.9	-1	-0.5			-10	-5.1	-8	-4.1	-2	-1.0	0	0	0	0	0	0
PROF/NON FAC.																									
1977	0																								
1979	0																								
SECTY/CLER																									
1977	60	1	1.7	1	1.7									59	98.3	51	85.0	3	5.0	2	3.3	3	5.0		
1979	81	3	3.7	2	2.5	1	1.2							78	96.3	66	81.5	3	3.7	6	7.4	3	3.7		
Difference	+21	+2	+2.0	+1	+0.8	+1	+1.2							+19	-2.0	+15	-3.5	0	-1.3	+4	+4.1	0	+1.3		
TECH/PARAPROF																									
1977	71	34	47.9	29	40.9	3	4.2	1	1.4	1	1.4			37	52.1	34	47.9	1	1.4	2	2.8				
1979	57	29	50.9	22	38.6	5	8.7	1	1.8			1	1.8	28	49.1	25	43.9	2	3.5			1	1.7		
Difference	-14	-5	+3.0	-7	-2.3	+2	+4.5	0	+0.4	-1	-1.4	+1	+1.8	-9	-3.0	-9	-4.0	+1	+2.1	-2	-2.8	+1	+1.7		
SKILLED CRFTS																									
1977	0																								
1979	15	14	93.3	12	80.0					2	13.3			1	6.7	1	6.7								
Difference	+15	+14	+93.3	+12	+80.0					+2	+13.3			+1	+6.7	+1	+6.7								
SVC/MAINT																									
1977	46	41	89.1	15	32.6	13	28.2	12	26.1	1	2.2			5	10.9	1	2.2	4	8.7						
1979	33	30	90.9	11	33.3	10	30.3	9	27.3					3	9.1			3	9.1						
Difference	-13	-11	+1.8	-4	+0.7	-3	+2.1	-3	+1.2	-1	-2.2			-2	-1.8	-1	-2.2	-1	+0.4						

SEQUOIAS COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

MALES (No. Positions and % of Category) | FEMALES (No. Positions and % of Category)

Position Category	Total Positions	MALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	10	9	90.0	9	90.0									1	10.0	1	10.0								
1979	18	16	88.9	15	83.3			1	5.6					2	11.1	2	11.1								
Difference	+8	+7	-1.1	+6	-6.7			+1	+5.6					+1	+1.1	+1	+1.1								
FACULTY																									
1977	128	98	76.6	94	73.4	1	0.8	3	2.3					30	23.4	28	21.8	1	0.8			1	0.8		
1979	122	92	75.4	90	73.8	1	0.8	1	0.8					30	24.6	28	23.0	1	0.8	1	0.8				
Difference	-6	-6	-1.2	-4	+0.4	0	0	-2	-1.5					0	+1.2	0	+1.2	0	0	+1	+0.8	-1	-0.8		
PROF/NON FAC.																									
1977	10	8	80.0	7	70.0			1	10.0					2	20.0	2	20.0								
1979	0																								
Difference	-10	-8	-80.0	-7	-70.0			-1	-10.0					-2	-20.0	-2	-20.0								
SECTY/CLER																									
1977	51	1	2.0	1	2.0									50	98.0	44	86.3			6	11.7				
1979	51													51	100.0	45	88.2			5	9.8	1	2.0		
Difference	0	-1	-2.0	-1	-2.0									+1	+2.0	+1	+1.9			-1	-1.9	+1	+2.0		
TECH/PARAPROF																									
1977	4	2	50.0	2	50.0									2	50.0	2	50.0								
1979	7	4	57.1	4	57.1									3	42.9	3	42.9								
Difference	+3	+2	+7.1	+2	+7.1									+1	-7.1	+1	-7.1								
SKILLED CRFTS																									
1977	3	3	100.0	3	100.0									0	0.0										
1979	0																								
Difference	-3	-3	-100.0	-3	-100.0									0	0.0										
SVC/MAINT																									
1977	42	30	71.4	25	59.5			5	11.9					12	28.6	12	28.6								
1979	44	32	72.7	27	61.4			5	11.3					12	27.3	12	27.3								
Difference	+2	+2	+1.3	+2	+1.9			0	-0.6					0	-1.3	0	-1.3								

SHASTA-TRINITY-TEHAMA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	16	13	81.3	12	75.0	1	6.3							3	18.7	3	18.7								
1979	15	10	66.7	10	66.7									5	33.3	5	33.3								
Difference	-1	-3	-14.6	-2	-8.3	-1	-6.3							+2	+14.6	+2	+14.6								
FACULTY																									
1977	126	98	77.8	96	76.2			1	0.8	1	0.8			28	22.2	27	21.4			1	0.8				
1979	135	102	75.6	97	71.9	1	0.7	3	2.2	1	0.7			33	24.4	31	23.0			1	0.7	1	0.7		
Difference	+9	+4	-2.2	+1	-4.3	+1	+0.7	+2	+1.4	0	-0.1			+5	+2.2	+4	+1.6			0	-0.1	+1	+0.7		
PROF/NON FAC.																									
1977	13	9	69.2	9	69.2									4	30.8	3	23.1					1	7.7		
1979	7													7	100.0	7	100.0								
Difference	-6	-9	-69.2	-9	-69.2									+3	+69.2	+4	+76.9					-1	-7.7		
SECTY/CLER																									
1977	67													67	100.0	64	95.5	2	3.0	1	1.5				
1979	50													50	100.0	50	100.0								
Difference	-17													-17	0	-14	+4.5	-2	-3.0	-1	-1.5				
TECH/PARAPROF																									
1977	32	18	56.3	18	56.3									14	43.7	13	40.6							1	3.1
1979	28	9	32.1	9	32.1									19	67.9	17	60.7	1	3.6	1	3.6				
Difference	-4	-9	-14.2	-9	-14.2									+5	+24.2	+4	+20.1	+1	+3.6	+1	+3.6			-1	-3.1
SKILLED CRFTS																									
1977	10	10	100.0	9	90.0							1	10.0	0											
1979	8	8	100.0	7	87.5							1	12.5	0											
Difference	-2	-2	0	-2	-2.5							0	+2.5	0											
SVC/MAINT																									
1977	33	25	75.8	24	72.7	1	3.0							8	24.2	8	24.2								
1979	36	27	75.0	25	69.4	2	5.6							9	25.0	9	25.0								
Difference	+3	+2	-0.8	+1	-3.3	+1	+2.6							+1	+0.8	+1	+0.8								

SIERRA JOINT COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	27	24	88.9	23	85.2			1	3.7					3	11.1	3	11.1								
1979	24	22	91.7	19	79.2			2	8.3	1	4.2			2	8.3	2	8.3								
Difference	-3	-2	+2.8	-4	-6.0			+1	+4.6	+1	+4.2			-1	-2.8	-1	-2.8								
FACULTY																									
1977	134	99	73.9	93	69.4			3	2.2	2	1.5	1	0.8	35	26.1	33	24.6	1	0.8					1	0.8
1979	101	80	79.2	72	71.3			7	6.9	1	1.0			21	20.8	18	17.8	1	1.0	1	1.0			1	1.0
Difference	-33	-19	+5.3	-21	+1.9			+4	+4.7	-1	-0.5	-1	-0.8	-14	-5.3	-15	-6.8	0	+0.2	+1	+1.0			0	+0.2
PROF/NON FAC.																									
1977	0																								
1979	27	17	63.0	15	55.6					1	3.7	1	3.7	10	37.0	9	33.3			1	3.7				
Difference	+27	+17	+63.0	+15	+55.6					+1	+3.7	+1	+3.7	+10	+37.0	+9	+33.3			+1	+3.7				
SECTY/CLER																									
1977	41													41	100.0	39	95.1					1	2.4	1	2.4
1979	37													37	100.0	34	91.9					3	8.1		
Difference	-4	0	0											-4	0	-5	-3.2					+2	+5.7	-1	-2.4
TECH/PARAPROF																									
1977	44	16	36.4	14	31.8			2	4.6					28	63.6	22	50.0			3	6.8	3	6.8		
1979	56	23	41.1	22	39.3			1	1.8					33	58.9	28	50.0			2	3.6	2	3.6	1	1.8
Difference	+12	+7	+4.7	+8	+7.5			-1	-2.8					+5	-4.7	+6	0			-1	-3.2	-1	-3.2	+1	+1.8
SKILLED CRFTS																									
1977	9	9	100.0	7	77.8					1	11.1	1	11.1	0	0										
1979	5	5	100.0	3	60.0			1	20.0			1	20.0	0	0										
Difference	-4	-4	0	-4	-17.8			+1	+20.0	-1	-11.1	0	+8.9	0	0										
SVC/MAINT																									
1977	25	24	96.0	20	80.0					2	8.0	2	8.0	1	4.0	1	4.0								
1979	28	27	96.4	20	71.4					3	10.7	4	14.3	1	3.6	1	3.6								
Difference	+3	+3	+0.4	0	-8.6					+1	+2.7	+2	+6.3	0	-0.4	0	-0.4								

SISKIYOU JOINT COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	5	5	100.0	5	100.0									0											
1979	7	6	85.7	6	85.7									1	14.3										
Difference	+2	+1	-14.3	+1	-14.3									+1	+14.3										
FACULTY																									
1977	42	34	81.0	34	81.0									8	19.0	8	19.0								
1979	43	36	83.7	35	81.4							1	2.3	7	16.3	6	14.0			1	2.3				
Difference	+1	+2	+2.7	+1	+0.4							+1	+2.3	-1	-2.7	-2	-5.0			+1	+2.3				
PROF/NON FAC.																									
1977	0													0											
1979	4	4	100.0	4	100.0									0											
Difference	+4	+4	+100.0	+4	+100.0									0											
SECTY/CLER																									
1977	24													24	100.0	24	100.0								
1979	27													27	100.0	24	88.9	2	7.4					1	3.7
Difference	+3													+3	0	0	-11.1	+2	+7.4					+1	+3.7
TECH/PARAPROF																									
1977	12	6	50.0	4	33.3			2	16.7					6	50.0	5	41.7	1	8.3						
1979	17	9	52.9	8	47.1			1	5.8					8	47.1	7	41.2							1	5.8
Difference	+5	+3	+2.9	+4	+13.8			-1	-10.9					+2	-2.9	+2	-0.5	-1	-8.3					+1	+5.8
SKILLED CRFTS																									
1977	4	1	25.0	1	25.0									3	75.0	3	75.0								
1979	0																								
Difference	-4	-1	-25.0	-1	-25.0									-3	-75.0	-3	-75.0								
SVC/MAINT																									
1977	20	15	75.0	15	75.0									5	25.0	3	15.0	2	10.0						
1979	15	10	66.7	10	66.7									5	33.3	3	20.0	2	13.3						
Difference	-5	-5	-8.3	-5	-8.3									0	+8.3	0	+5.0	0	+3.3						

SOLANO COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	26	18	69.2	18	69.2									8	30.8	5	19.2	3	11.5						
1979	20	13	65.0	12	60.0			1	5.0					7	35.0	4	20.0	3	15.0						
Difference	-6	-5	-4.2	-6	-9.2			+1	+5.0					-1	+4.2	-1	+0.8	0	+3.5						
FACULTY																									
1977	125	85	68.0	73	58.4	5	4.0	5	4.0	1	0.8	1	0.8	40	32.0	36	28.8	3	2.4	1	0.8				
1979	118	81	68.6	67	56.8	6	5.1	5	4.2	2	1.7	1	0.8	37	31.4	35	29.7	2	1.7						
Difference	-7	-4	+0.6	-6	-1.6	+1	+1.1	0	+0.2	+1	+0.9	0	0	-3	-0.6	-1	-0.9	-1	-0.7	-1	-0.8				
PROF/NON FAC.																									
1977	21	13	61.9	9	42.8	3	14.3	1	4.8					8	38.1	5	23.8	1	4.8	1	4.8	1	4.8		
1979	17	11	64.7	8	47.0	2	11.8	1	5.9					6	35.3	4	23.5	1	5.9	1	5.9				
Difference	-4	-2	+2.8	-1	+4.2	-1	-2.5	0	+1.1					-2	-2.8	-1	-0.3	0	+1.1	0	+1.1	-1	-4.8		
SECTY/CLER																									
1977	53													53	100.0	39	73.6	7	13.2	4	7.6	3	5.7		
1979	42													42	100.0	32	76.2	4	9.5	2	4.8	3	7.1	1	2.4
Difference	-11													-11	0	-7	+2.6	-3	-3.7	-2	-2.8	0	+1.4	+1	+2.4
TECH/PARAPROF																									
1977	17	9	52.9	8	47.1	1	5.8							8	47.1	7	41.2			1	5.8				
1979	27	9	33.3	7	25.9					2	7.4			18	66.7	14	51.9			1	3.7	3	11.1		
Difference	+10	0	-19.6	-1	-21.2	-1	-5.8			+2	+7.4			+10	+19.6	+7	+10.7			0	-2.1	+3	+11.1		
SKILLED CRFTS																									
1977	7	7	100.0	6	85.7					1	14.3														
1979	6	6	100.0	5	83.3							1	16.7												
Difference	-	-1	0	-1	-2.4					-1	-14.3	+1	+16.7	0	0										
SVC/MAINT																									
1977	29	28	96.5	11	37.9	8	27.6	3	10.3	2	6.9	4	13.8	1	3.5	1	3.5								
1979	21	20	95.2	9	42.8	6	28.6	2	9.5	2	9.5	1	4.8	1	4.8	1	4.8								
Difference	-8	-8	-1.3	-2	+4.9	-2	+1.0	-1	-0.8	0	+2.6	-3	-9.0	0	+1.3	0	+1.3								

SONOMA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	20	17	85.0	15	75.0			1	5.0			1	5.0	3	15.0	3	15.0								
1979	18	16	88.9	14	77.8			1	5.5	1	5.5			2	11.1	2	11.1								
Difference	-2	-1	+3.9	-1	+2.8			0	+0.5	+1	+5.5	-1	-5.0	-1	-3.9	-1	-3.9								
FACULTY																									
1977	207	145	70.0	130	62.8	6	2.9	5	2.4	2	1.0	2	1.0	62	30.0	59	28.5			1	0.5	2	1.0		
1979	190	136	71.6	128	67.3	2	1.1	3	1.6	3	1.6			54	28.4	51	26.8			2	1.1	1	0.5		
Difference	-17	-9	+1.6	-2	+4.5	-2	-1.8	-2	-0.8	+1	+0.6	-2	-1.0	-8	-1.6	-8	-1.7			+1	+0.6	-1	-0.5		
PROF/NON FAC.																									
1977	8	8	100.0	7	87.5							1	12.5	0											
1979	16	9	56.3	7	43.7	1	6.3	1	6.3					7	43.7	7	43.7								
Difference	+8	+1	-43.7	0	-43.8	+1	+6.3	+1	+6.3			-1	-12.5	+7	+43.7	+7	+43.7								
SECTY/CLER																									
1977	73	2	2.7	2	2.7									71	97.3	63	86.3			4	5.5	4	5.5		
1979	76	5	6.6	5	6.6									71	93.4	66	86.9			4	5.2	1	1.3		
Difference	+3	+3	+3.9	+3	+3.9									-0	-3.9	+3	+0.6			0	-0.3	-3	-4.2		
TECH/PARAPROF																									
1977	31	17	54.8	16	51.6	1	3.2							14	45.2	12	38.7			1	3.2	1	3.2		
1979	37	27	73.0	23	62.2			2	5.4	1	2.7	1	2.7	10	27.0	10	27.0								
Difference	+6	+10	+18.2	+7	+10.6	-1	-3.2	+2	+5.4	+1	+2.7	+1	+2.7	-4	-18.2	-2	-11.7			-1	-3.2	-1	-3.2		
SKILLED CRFTS																									
1977	9	9	100.0	8	88.9			1	11.1					0											
1979	8	8	100.0	7	87.5			1	12.5					0											
Difference	-1	-1	0	-1	-1.4			0	+1.4					0											
SVC/MAINT																									
1977	31	29	93.6	21	67.7	1	3.2	6	19.4	1	3.2			2	6.4	2	6.4								
1979	28	27	96.4	18	64.3	1	3.6	8	28.6					1	3.6	1	3.6								
Difference	-3	-2	+2.8	-3	-3.4	0	+0.4	+2	+9.2	-1	-3.2			-1	-2.8	-1	-2.8								

SOUTH COUNTY COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)													
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	48	40	83.3	33	68.8	1	2.1	3	6.3	1	2.1	2	4.1	8	16.7	5	10.4	1	2.1	1	2.1	1	2.1		
1979	44	34	77.3	28	63.6	1	2.3	2	4.5	1	2.3	2	4.5	10	22.7	6	13.6	1	2.3	2	4.5	1	2.3		
Difference	-4	-6	-6.0	-5	-5.2	0	+0.2	-1	-1.8	0	+0.2	0	+0.4	+2	+6.0	+1	+3.2	0	+0.2	+1	+2.4	0	+0.2		
FACULTY																									
1977	237	162	68.4	141	59.5	6	2.5	9	3.8	6	2.5			75	31.6	60	25.3	4	1.7	7	2.9	4	1.7		
1979	230	161	70.0	138	60.0	6	2.6	9	3.9	7	3.0	1	0.4	69	30.0	55	23.9	5	2.2	6	2.6	3	1.3		
Difference	-7	-1	+1.6	-3	+0.5	0	+0.1	0	+0.1	+1	+0.5	+1	+0.4	-6	-1.6	-5	-1.4	+1	+0.5	-1	-0.3	-1	-0.4		
PROF/NON FAC.																									
1977	30	14	46.7	9	30.0	1	3.3	2	6.7	2	6.7			16	53.3	12	40.0	2	6.7	1	3.3	1	3.3		
1979	0																								
Difference	-30	-14	-46.7	-9	-30.0	-1	-3.3	-2	-6.7	-2	-6.7			-16	-53.3	-12	-40.0	-2	-6.7	-1	-3.3	-1	-3.3		
SECTY/CLER																									
1977	93	5	5.4	2	2.1	1	1.1	1	1.1	1	1.1			88	94.6	67	72.0	2	2.1	13	14.0	4	4.3	2	2.1
1979	81	3	3.7	1	1.2	1	1.2			1	1.2			78	96.3	60	74.1	1	1.2	9	11.1	6	7.4	2	2.5
Difference	-12	-2	-1.7	-1	-0.9	0	+0.1	-1	-1.1	0	+0.1			-10	+1.7	-7	+2.1	-1	-0.9	-4	-2.9	+2	+3.1	0	+0.4
TECH/PARAPROF																									
1977	29	16	55.2	14	48.3	1	3.5	1	3.5					13	44.8	9	31.0	1	3.5	1	3.5	2	6.9		
1979	35	15	42.9	14	40.0	1	2.9							20	57.1	16	45.7	1	2.8	1	2.8	2	5.7		
Difference	+6	-1	-12.3	0	-8.3	0	-0.6	-1	-3.5					+7	+12.3	+7	+14.7	0	-0.7	0	-0.7	0	-1.2		
SKILLED CRFTS																									
1977	5	5	100.0	2	40.0			2	40.0			1	20.0	0											
1979	9	9	100.0	4	44.4			4	44.4			1	11.1	0											
Difference	+4	+4	0	+2	+4.4			+2	+4.4			0	-8.9	0	0										
SVC/MAINT																									
1977	55	48	87.3	32	58.2	1	1.8	10	18.2	5	9.1			7	12.7	3	5.5	1	1.8			2	3.6	1	1.8
1979	42	37	88.1	25	59.5	1	2.4	6	14.3	5	11.9			5	11.9	2	4.7	2	4.7			1	2.4		
Difference	-13	-11	+0.8	-7	+1.3	0	+0.6	-4	-3.9	0	+2.8			-2	-0.8	-1	-0.8	+1	+2.9			-1	-1.2	-1	-1.8

STATE CENTER COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)														FEMALES (No. Positions and % of Category)													
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	62	53	85.5	48	77.4	2	3.2	2	3.2			1	1.6	9	14.5	8	12.9	1	1.6						
1979	63	53	84.1	46	73.0	2	3.2	2	3.2	2	3.2	1	1.6	10	15.9	8	12.7	2	3.2						
Difference	+1	0	-1.4	-2	-4.4	0	0	0	0	+2	+3.2	0	0	+1	+1.4	0	- .2	+1	+1.6						
FACULTY																									
1977	330	268	81.2	227	68.8	8	2.4	24	7.3	7	2.1	2	.6	62	18.8	56	17.0	1	.3	3	.9	1	.3	1	.3
1979	299	237	79.3	199	66.6	7	2.3	22	7.4	7	2.3	2	.7	62	20.7	52	17.4	3	1.0	5	1.7	1	.3	1	.3
Difference	-31	-31	-1.9	-28	-2.2	-1	- .1	-2	+.1	0	+.2	0	+.1	0	+1.9	-4	+.4	+2	+.7	+2	+.8	0	0	0	0
PROF/NON FAC.																									
1977	28	18	64.3	13	46.4	2	7.2	3	10.7					10	35.7	8	28.6	1	3.6	1	3.6				
1979	30	18	60.0	12	40.0	2	6.7	4	13.3					12	40.0	7	23.3	1	3.3	4	13.3				
Difference	+2	0	-4.3	-1	-6.4	0	-.5	+1	+2.6					+2	+4.3	-1	-5.3	0	-.3	+3	+9.7				
SECTY/CLER																									
1977	144	5	3.5	4	2.8					1	.7			139	96.5	113	78.5	2	1.4	16	11.1	7	4.9	1	.7
1979	138	4	2.9	4	2.9									134	97.1	110	79.7	5	3.6	12	8.7	7	5.1		
Difference	-6	-1	-.6	0	+.1					-1	-.7			-5	+.6	-3	+1.2	+3	+2.2	-4	-2.4	0	+.2	-1	-.7
TECH/PARAPROF																									
1977	42	30	71.4	14	33.3	2	4.8	10	23.8	3	7.1	1	2.4	12	28.6	10	23.8			2	4.8				
1979	43	31	72.1	14	32.6	3	7.0	10	23.3	3	7.0	1	2.3	12	27.9	9	20.9	1	2.3	2	4.7				
Difference	+1	+1	+.7	0	-.7	+1	+2.2	0	-.5	0	-.1	0	-.1	0	-.7	-1	-2.9	+1	+2.3	0	-.1				
SKILLED CRFTS																									
1977	10	10	100.0	8	80.0			1	10.0	1	10			0											
1979	7	7	100.0	6	85.7			1	14.3					0											
Difference	-3	-3	0	-2	+5.7			0	+4.3	-1	-10														
SVC/MAINT																									
1977	58	56	96.6	35	60.3	4	6.9	15	25.9	2	3.4			2	3.4	1	1.7			1	1.7				
1979	78	57	73.1	28	35.9	6	7.7	20	25.6	3	3.8			21	26.9	15	19.2			4	5.1	2	2.6		
Difference	+20	+1	-23.5	-7	-24.4	+2	+.8	+5	-.3	+1	+.4			+19	+23.5	+14	+17.5			+3	+3.4	+2	+2.6		

VENTURA COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)													
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	65	52	80.0	44	67.7			7	10.8	1	1.5			13	20.0	13	20.0								
1979	55	48	87.3	41	74.5	1	1.8	5	9.1	1	1.8			7	12.7	7	12.7								
Difference	-10	-4	+7.3	-3	+6.8	+1	+1.8	-2	-1.7	0	+0.3			-6	-7.3	-6	-7.3								
FACULTY																									
1977	313	229	73.2	205	65.5	4	1.3	18	5.7	2	.6			84	26.8	71	22.7	4	1.3	6	1.9	3	.9		
1979	307	230	74.9	204	65.4	5	1.6	19	6.2	2	.6			77	25.1	65	21.2	3	1.0	7	2.3	2	.7		
Difference	-6	+1	+1.7	-1	+.9	+1	+0.3	+1	+0.5	0	0			-7	-1.7	-6	-1.5	-1	-0.3	+1	+0.4	-1	-0.2		
PROF/NON FAC.																									
1977	49	31	63.3	20	40.8	4	8.2	6	12.2	1	2.0			18	36.7	13	26.5	2	4.1	3	6.1				
1979	70	43	61.4	27	38.6	7	10.0	8	11.4	1	1.4			27	38.6	20	28.6	3	4.3	3	4.3	1	1.4		
Difference	+21	+12	-1.9	+7	-2.2	+3	+1.8	+2	-0.8	0	-0.6			+9	+1.9	+7	+2.1	+1	+0.2	0	-1.8	+1	+1.4		
SECTY/CLER																									
1977	198	12	6.1	10	5.1			2	1.0					186	93.9	161	81.3	1	0.5	20	10.1	2	1.0	2	1.0
1979	160	3	1.9	3	1.9									157	98.1	128	80.0	2	1.3	23	14.4	4	2.5		
Difference	-38	-9	-4.2	-7	-3.2			-2	-1.0					-29	+4.2	-33	-1.3	+1	+0.8	+3	+4.3	+2	+1.5	-2	-1.0
TECH/PARAPROF																									
1977	26	13	50.0	13	50.0									13	50.0	12	46.1			1	3.8				
1979	92	31	33.7	21	22.8	3	3.3	5	5.4	1	1.1	1	1.1	61	66.3	57	62.0			4	4.3				
Difference	+66	+18	-16.3	+8	-27.2	+3	+3.3	+5	+5.4	+1	+1.1	+1	+1.1	+48	+16.3	+45	+15.9			+3	+0.5				
SKILLED CRFTS																									
1977	14	14	100.0	13	92.9			1	7.1					0											
1979	16	16	100.0	13	81.2			2	12.5			1	6.3	0											
Difference	+2	+2	0	0	-11.7			+1	+5.4			+1	+6.3	0											
SVC/MAINT																									
1977	132	101	76.5	81	61.4	1	.8	18	13.6	1	0.8			31	23.5	30	22.7			1	0.8				
1979	134	94	70.1	66	49.3	1	.7	16	11.9	5	3.7	6	4.5	40	29.9	38	28.4			2	1.5				
Difference	+2	-7	-6.4	-15	-12.1	0	-0.1	-2	-1.7	+4	+2.9	+6	+4.5	+9	+6.4	+8	+5.7			+1	+0.7				

VICTOR VALLEY COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

		MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
Position Category	Total Positions	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	16	10	62.5	10	62.5									6	37.5	6	37.5								
1979	15	9	60.0	9	60.0									6	40.0	6	40.0								
Difference	-1	-1	-2.5	-1	-2.5									0	+2.5	0	+2.5								
FACULTY																									
1977	73	47	64.4	42	57.5	1	3.4	4	5.5					26	35.6	24	32.8	1	3.4	1	3.4				
1979	70	46	65.7	41	58.6	1	1.4	4	5.7					24	34.3	23	32.9			1	1.4				
Difference	-3	-1	+1.3	-1	+1.1	0	-2.0	0	+0.2					-2	-1.3	-1	+0.1	-1	-3.4	0	-2.0				
PROF/NON FAC																									
1977	0													0											
1979	2	2	100.0	2	100.0									0											
Difference	+2	+2	+100.0	+2	+100.0									0											
SECTY/CLER																									
1977	26	1	3.8	1	3.8									25	96.2	21	80.8	2	7.7	2	7.7				
1979	21	1	4.8	1	4.8									20	95.2	18	95.7	1	4.8	1	4.8				
Difference	-5	0	+1.0	0	+1.0									-5	-1.0	-3	+4.9	-1	-2.9	-1	-2.9				
TECH/PARAPROF																									
1977	13	7	53.9	6	46.1	1	7.7							6	46.1	6	46.1								
1979	14	6	42.9	5	35.7	1	7.1							8	57.1	8	57.1								
Difference	+1	-1	-11.0	-1	-10.4	0	-0.6							+2	+11.0	+2	+11.0								
SKILLED CRAFTS																									
1977	1													1	100.0	1	100.0								
1979	3	2	66.7	2	66.7									1	33.3	1	33.3								
Difference	+2	+2	+66.7	+2	+66.7									0	-66.7	0	-66.7								
SVC/MAINT																									
1977	20	18	90.0	17	85.0			1	5.0					2	10.0	2	10.0								
1979	14	13	92.9	12	85.7	1	7.1							1	7.1	1	7.1								
Difference	-6	-5	+2.9	-5	+0.7	+1	+7.1	-1	-5.0					-1	-2.9	-1	-2.9								

WEST HILLS COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

MALES
(No. Positions and % of Category)

FEMALES
(No. Positions and % of Category)

Position Category	Total Positions	MALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	8	8	100.0	7	87.5			1	12.5					0											
1979	8	8	100.0	7	87.5			1	12.5					0											
Difference	0	0	0	0	0			0	0					0											
FACULTY																									
1977	52	43	82.7	42	80.8			1	1.9					9	17.3	9	17.3								
1979	50	45	90.0	45	90.0									5	10.0	5	10.0								
Difference	-2	+2	+7.3	+3	+9.2			-1	-1.9					-4	-7.3	-4	-7.3								
PROF/NON FAC																									
1977	0																								
1979	0																								
SECTY/CLER																									
1977	21													21	100.0	19	90.5			2	9.5				
1979	19													19	100.0	17	89.5			2	10.5				
Difference	-2													-2	0	-2	-1.0			0	+1.0				
TECH/PARAPROF																									
1977	6	5	83.3	5	83.3									1	16.7	1	16.7								
1979	5	3	60.0	3	60.0									2	40.0	2	40.0								
Difference	-1	-2	-23.3	-2	-23.3									+1	+23.3	+1	+23.3								
SKILLED CRAFTS																									
1977	4	4	100.0	4	100.0									0											
1979	4	4	100.0	4	100.0									0											
Difference	0	0	0	0	0									0											
SVC/MAINT																									
1977	22	10	45.4	7	31.8			3	13.6					12	54.6	12	54.6								
1979	22	7	31.8	4	18.2			3	13.6					15	68.2	15	68.2								
Difference	0	-3	-13.6	-3	-13.6			0	0					+3	+13.6	+3	+13.6								

WEST KERN COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	12	10	83.3	9	75.0							1	8.3	2	16.7	2	16.7								
1979	8	8	100.0	7	87.5							1	12.5	0											
Difference	-4	-2	+16.7	-2	+12.5							0	+4.2	-2	-16.7	-2	-16.7								
FACULTY																									
1977	26	21	80.8	21	80.8									5	19.2	4	15.4					1	3.8		
1979	27	20	74.1	18	66.7			2	7.4					7	25.9	6	22.2					1	3.7		
Difference	+1	-1	-6.7	-3	-14.1			+2	+7.4					+2	+6.7	+2	+6.8					0	-0.1		
PROF/NON FAC																									
1977	0													0											
1979	2	1	50.0	1	50.0									1	50.0	1	50.0								
Difference	+2	+1	+50.0	+1	+50.0									+1	+50.0	+1	+50.0								
SECTY/CLER																									
1977	7													7	100.0	5	71.4			2	28.6				
1979	24													24	100.0	21	87.5			3	12.5				
Difference	+17													+17	0	-16	+16.1			+1	-16.1				
TECH/PARAPROF																									
1977	3	3	100.0	3	100.0									0											
1979	5	4	80.0	4	80.0									1	20.0	1	20.0								
Difference	+2	+1	-20.0	+1	-20.0									+1	+20.0	+1	+20.0								
SKILLED CRAFTS																									
1977	4	3	75.0	2	50.0									1	25.0							1	25.0		
1979	2	2	100.0	2	100.0									0											
Difference	-2	-1	+25.0	0	+50.0									-1	-25.0							-1	-25.0		
SVC/MAINT																									
1977	5	4	80.0	3	60.0					1	20.0			1	20.0	1	20.0								
1979	30	12	40.0	11	36.7			1	3.3					18	60.0	15	50.0			1	3.3	2	6.7		
Difference	+25	+8	-40.0	+8	-23.2			+1	+3.3	-1	-20.0			+17	+40.0	+14	+30.0			+1	+3.3	+2	+6.7		

WEST VALLEY COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

MALES (No. Positions and % of Category) — FEMALES (No. Positions and % of Category)

Position Category	Total Positions	MALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		FEMALES TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	41	30	73.2	25	61.0			3	7.3	1	2.4	1	2.4	11	26.8	11	26.8								
1979	41	29	70.7	24	58.5	2	4.9	2	4.9	1	2.4			12	29.7	10	24.4			1	2.4	1	2.4		
Difference	0	-1	-2.5	-1	-2.5	+2	+4.9	-1	-2.4	0	0	-1	-2.4	+1	+2.9	-1	-2.4			+1	+2.4	+1	+2.4		
FACULTY																									
1977	261	169	64.8	154	59.0	3	1.1	9	3.5	2	0.8	1	0.4	92	35.2	81	31.0	2	0.8	5	1.9	4	1.5		
1979	278	175	63.0	156	56.1	3	1.1	10	3.6	5	1.8	1	0.4	103	37.0	89	[illegible]	3	1.1	4	1.4	6	2.1	1	0.4
Difference	+17	+6	-1.8	+2	-2.9	0	0	+1	+0.1	+3	+1.0	0	0	+11	+1.8	+8	+1.0	+1	+0.3	-1	-0.5	+2	+0.6	+1	+0.4
PROF/NON FAC																									
1977	0													0											
1979	25	9	36.0	7	28.0	1	4.0	1	4.0					16	64.0	15	60.0			1	4.0				
Difference	+25	+9	+36.0	+7	+28.0	+1	+4.0	+1	+4.0					+16	+64.0	+15	+60.0			+1	+4.0				
SECTY/CLER																									
1977	117	1	0.9			1	0.9							116	99.1	97	[illegible]			8	6.8	9	7.7	2	1.7
1979	92	1	1.1	1	1.1									91	98.9	78	[illegible]			8	8.7	4	[illegible]	1	1.1
Difference	-25	0	+0.2	+1	+1.1	-1	-0.9							-25	-0.2	-19	+1.9			0	+1.9	-5	-3.4	-1	-0.6
TECH/PARAPROF																									
1977	69	27	39.1	19	27.5	[illegible]	5.8	2	2.9	2	2.9			42	60.9	38	55.1			2	2.9	2	2.9		
1979	71	21	29.6	16	22.5	2	2.8	2	2.8	1	1.4			50	70.4	43	60.6			3	4.2	4	5.6		
Difference	+2	-6	-9.5	-3	-5.0	-2	-3.0	0	[illegible]	-1	-1.5			+8	+9.5	+5	+5.5			+1	+1.3	+2	+2.7		
SKILLED CRAFTS																									
1977	15	[illegible]	100.0	13	86.6			1	6.7	1	6.7			0											
1979	12	12	[illegible]	11	91.7			1	8.3					0											
Difference	+3	+3	0	-2	+5.1			0	+1.6	-1	-6.7			0											
SVC/MAINT																									
1977	61	58	95.1	37	60.7	3	4.9	14	22.9	4	6.5			3	4.9	1	1.6	2	3.3						
1979	78	65	83.3	39	50.0	3	3.8	20	25.6	3	3.8			13	16.7	11	14.1	2	2.6						
Difference	+17	+7	-11.8	+2	-10.7	0	-1.1	+6	+2.7	-1	-2.7			+10	+11.8	+10	+12.5	0	-0.7						

YOSEMITE COMMUNITY COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND. AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	57	51	89.5	46	80.7			3	5.3	1	1.7	1	1.7	6	10.5	6	10.5								
1979	50	46	92.0	41	82.0			3	6.0	1	2.0	1	2.0	4	8.0	4	8.0								
Difference	-7	-5	+2.5	-5	+1.3			0	+.7	0	+.3	0	+.3	-2	-2.5	-2	-2.5								
FACULTY																									
1977	224	173	77.2	168	75.0	1	0.4	4	1.8					51	22.8	48	21.4			2	0.9	1	0.4		
1979	209	160	76.6	154	73.7	1	0.5	4	1.9	1	0.5			49	23.4	48	23.0					1	0.5		
Difference	-15	-13	-.6	-14	-1.3	0	+.1	0	+.1	+1	+0.5			-2	+.6	0	+1.6			-2	-0.9	0	+.1		
PROF/NON FAC																									
1977	24	11	45.8	9	37.5			1	4.2	1	4.2			1[illegible]	54.2	11	45.8	1	4.2			1	4.2		
1979	25	11	44.0	9	36.0			1	4.0	1	4.0			14	56.0	12	48.0	1	4.0			1	4.0		
Difference	+1	0	-1.8	0	-1.5			0	-.2	0	-.2			+1	+1.8	+1	+2.2	0	-.2			0	-.2		
SECTY/CLER																									
1977	106	1	0.1	1	0.1									105	99.1	99	93.4	2	1.8	3	2.8	1	0.1		
1979	93													93	100.0	90	96.8	1	1.1	2	2.1				
Difference	-13	-1	-.1	-1	-0.1									-12	+.9	-[illegible]	+3.4	-1	-.7	-1	-.7	-1	-0.1		
TECH/PARAPROF																									
1977	54	34	63.0	29	53.7	2	3.7	2	3.7			1	1.9	20	37.0	20	37.0								
1979	48	25	52.1	22	45.8	2	4.2	1	2.1					23	47.9	23	47.9								
Difference	-6	-9	-10.9	-7	-7.9	0	+.5	-1	-1.6			-1	-1.9	+3	+10.9	+3	+10.9								
SKILLED CRAFTS																									
1977	23	22	95.6	20	87.0	1	4.3	1	4.3					1	4.4	1	4.4								
1979	20	19	95.0	18	90.0			1	5.0					1	5.0	1	5.0								
Difference	-3	-3	-.6	-2	+3.0	-1	-4.3	0	+.7					0	+.6	0	+.6								
SVC/MAINT																									
1977	92	81	88.0	66	71.7	1	1.1	10	10.9			4	4.3	11	12.0	11	12.0								
1979	74	65	87.8	52	70.3	2	2.7	7	9.4			4	5.4	9	12.2	9	12.2								
Difference	-18	-16	-.2	-14	-1.4	+1	+1.6	-3	-1.5			0	+1.1	-2	+.2	-2	+.2								

YUBA COMMUNI COLLEGE DISTRICT

1977 AND 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category)												FEMALES (No. Positions and % of Category)											
		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE		TOTAL		WHITE		BLACK		HISPANIC		ASIAN/ PAC. IS.		AMER. IND./ AL. NATIVE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EXEC/ADM/MGT																									
1977	15	15	100.0	14	93.3	1	6.7							0											
1979	31	24	77.4	19	61.3	3	9.7	2	6.4					7	22.6	6	19.4					1	3.2		
Difference	+16	+9	-22.6	+5	[illegible]2.0	+2	+3.0	+2	+6.4					+7	+22.6	+6	+19.4					+1	+3.2		
FACULTY																									
1977	118	90	76.3	77	65.3	3	2.5	5	4.2	3	2.5	2	1.7	28	23.7	24	20.3			2	1.7	2	1.7		
1979	108	78	72.2	66	61.1	2	1.8	4	3.7	5	4.6	1	0.9	30	27.8	24	22.2	1	0.9	3	2.8	2	1.8		
Difference	-10	-12	-4.1	-11	-4.2	-1	-.7	-1	-.5	+2	+2.1	-1	-.8	+2	+4.1	0	+1.9	+1	+0.9	+1	+1.1	0	+.1		
PROF/NON FAC																									
1977	13	7	53.9	4	30.8			2	15.4	1	7.7			6	46.1	1	7.7	2	15.4	2	15.4	1	7.7		
1979	11	5	45.5	3	27.3			1	9.1	1	9.1			6	54.5	3	27.3	1	9.1	1	9.1	1	9.1		
Difference	-2	-2	-8.4	-1	-3.5			-1	-6.3	0	+1.4			0	+8.4	+2	+19.6	-1	-6.3	-1	-6.3	0	+1.4		
SECTY/CLER																									
1977	64	1	1.6					1	1.6					63	98.4	54	84.4	2	3.1	4	6.2	3	4.7		
1979	62	1	1.6	1										61	98.4	52	83.9	3	4.8	5	8.1	1	1.6		
Difference	-2	0	0	+1				-1	-1.6					-2	0	-2	-.5	+1	+1.7	+1	+1.9	-2	-3.1		
TECH/PARAPROF																									
1977	27	12	44.4	7	25.9	1	3.7	2	7.4	2	7.4			15	55.6	13	48.2			1	3.7			1	3.7
1979	29	15	51.7	10	34.4	1	3.5	2	6.9	1	3.5	1	3.5	14	48.3	11	37.9			2	6.9	1	3.5		
Difference	+2	+3	+7.3	+3	+8.5	0	-.2	0	-.5	-1	-3.9	+1	+3.5	-1	-7.3	-2	-10.3			+1	+3.2	+1	+3.5	-1	-3.7
SKILLED CRAFTS																									
1977	17	15	88.2	15	88.2									2	11.8	2	11.8								
1979	16	14	87.5	12	75.0							2	12.5	2	12.5	1	6.3					1	6.3		
Difference	-1	-1	-.7	-3	-13.2							+2	+12.5	0	+.7	-1	-5.5					+1	+6.3		
SVC/MAINT																									
1977	49	29	59.2	21	42.9	3	6.1	4	8.2			1	2.0	20	40.8	19	38.8			1	2.0				
1979	42	26	61.9	22	52.4	1	2.4	2	4.7	1	2.4			16	38.1	12	28.6			3	7.1			1	2.4
Difference	-7	-3	+2.7	+1	+9.5	-2	-3.7	-2	-3.5	+1	+2.4	-1	-2.0	-4	-2.7	-7	-10.2			+2	+5.1			+1	+2.4

SWEETWATER COMMUNITY COLLEGE DISTRICT

1977 and 1979 EEO-6 REPORTS

Position Category	Total Positions	MALES (No. Positions and % of Category) TOTAL #	TOTAL %	WHITE #	WHITE %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	ASIAN/ PAC. IS. #	ASIAN/ PAC. IS. %	AMER. IND./ AL. NATIVE #	AMER. IND./ AL. NATIVE %	FEMALES (No. Positions and % of Category) TOTAL #	TOTAL %	WHITE #	WHITE %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	ASIAN/ PAC. IS. #	ASIAN/ PAC. IS. %	AMER. IND./ AL. NATIVE #	AMER. IND./ AL. NATIVE %
EXEC/ADM/MGT																									
1977	19	14	73.7	13	68.4			1	5.3					5	26.3	5	26.3								
1979	25	15	60.0	13	52.0			2	8.0					10	40.0	9	36.0					1	4.0		
Difference	+6	+1	-13.7	0	-16.4			+1	+2.7					+5	+13.7	+4	+9.7					+1	+4.0		
FACULTY																									
1977	181	115	63.5	94	51.9	2	1.1	17	9.4	1	.6	1	.6	66	36.5	53	29.3	3	1.7	8	4.4	2	1.1		
1979	173	111	64.2	92	53.2	2	1.2	15	8.7	1	.6	1	.6	62	35.8	49	28.3	3	1.7	8	4.6	2	1.2		
Difference	-8	-4	+.7	-2	+1.3	0	+.1	-2	-.7	0	0	0	0	-4	-.7	-4	-1.0	0	0	0	+.2	0	+.1		
PROF/NON FAC.																									
1977	16	9	56.2	6	37.5	3	18.8							7	43.8	4	25.0	1	6.3	1	6.3	1	6.3		
1979	14	9	64.3	6	42.9			3	21.4					5	35.7	2	14.3	1	7.1	1	7.1	1	7.1		
Difference	-2	0	+8.1	0	+5.4	-3	-18.8	+3	+21.4					-2	-8.1	-2	-10.7	0	+.8	0	+.8	0	+.8		
SECTY/CLER																									
1977	86	5	5.8	4	4.7			1	1.2					81	94.2	51	59.3	4	4.7	17	19.8	9	10.5		
1979	90	7	7.8	6	6.7	1	1.1							83	92.2	49	54.4	6	6.7	19	21.1	9	10.0		
Difference	+4	+2	+2.0	+2	+2.0	+1	+1.1	-1	-1.2					+2	-2.0	-2	-4.9	+2	+2.0	+2	+1.3	0	-.5		
TECH/PARAPROF																									
1977	36	21	58.3	18	50.0	2	5.6			1	2.8			15	41.7	11	30.6	1	2.8	3	8.3				
1979	21	13	61.9	11	52.4			1	4.8	1	4.8			8	38.1	6	28.6			2	9.5				
Difference	-15	-8	+3.6	-7	+2.4	-2	-5.6	+1	+4.8	0	+2.0			-7	-3.6	-5	-2.0	-1	-2.8	-1	+1.2				
SKILLED CRFTS																									
1977	12	12	100.0	10	83.3	1	8.3	1	8.3																
1979	15	15	100.0	13	86.6	1	6.7	1	6.7																
Difference	+3	+3	0	+3	+3.3	0	-1.6	0	-1.6																
SVC/MAINT																									
1977	191	85	44.5	65	34.0	4	2.1	16	8.4					106	55.5	71	37.2	4	2.1	21	11.0	10	5.2		
1979	196	84	42.9	57	29.1	5	2.6	18	9.2	4	2			112	57.1	72	36.7	6	3.1	23	11.7	11	5.6		
Difference	+5	-1	-1.6	-8	-4.9	+1	+.5	+2	+0.8	+4	+2			+6	+1.6	+1	-.5	+2	+1.0	+2	+.7	+1	+.4		

APPENDIX C

DEFINITIONS USED ON PROMOTIONS/SEPARATIONS FORMS
CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

PRIMARY OCCUPATIONAL ACTIVITY

a. Executive, Administrative and Managerial

Include all persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Report in this category all officers holding such titles as President, Vice President, Dean, Director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as Associate Dean, Assistant Dean, Executive Officer of academic departments (chairmen, heads, or the equivalent) if their principal activity is administrative.

NOTE: Supervisory personnel of the technical, clerical, craft, and service/maintenance force will be reported within the specific categories of the personnel they supervise.

b. Faculty

Include all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any one of these academic ranks. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairmen, heads, or the equivalent) if their principal activity is instructional. Do not include student teaching or research assistants.

c. Professional Non-Faculty

Include in this category persons whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Included would be all staff members with assignments requiring specialized professional training who should not be reported under Activity 1 (Executive) or Activity 2 (Faculty), and who should not be classified under any of the four "nonprofessional" categories of activities.

d. Clerical and Secretarial

Include all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paper work required in an office, such as bookkeepers, stenographers, clerk typists, office-machine operators, statistical clerks, payroll clerks, etc. Include also sales clerks such as those employed full time in the bookstore, and library clerks who are not recognized as librarians.

e. Technical and Paraprofessionals

Include all persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many 2-year technical institutes, junior colleges or through equivalent on-the-job training. Include computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic physical sciences), and similar occupational-activity categories but which are institutionally defined as technical assignments.

Include persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept.

f. Skilled Crafts

Include all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairers, electricians, stationary engineers, skilled machinists, carpenters, compositors and type-setters.

g. Service/Maintenance

Include persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry and dry clearning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and grounds-keepers, refuse collectors, construction laborers, security personnel.

APPENDIX D

ETHNIC STATUS

White (not of Hispanic origin):

All persons having origins in any of the original people of Europe, North Africa, or the Middle East.

Black (not of Hispanic origin):

All persons having origins in any of the black racial groups of Africa.

Hispanic (Chicano/Latino):

All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish Culture or origin, regardless of race.

Asian or Pacific Islanders, excluding Filipinos:

All persons having origins in any of the original people of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example. China, Korea, Japan, and Samoa.

Filipino:

All persons having origins in any of the original people of the Philippine Islands. (If institution does not provide for this category, include in Asian or Pacific Islanders.)

American Indian or Alaskan Native:

All persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition.

APPENDIX E

Senate Bill No. 1620

CHAPTER 766

An act to add Article 4 (commencing with Section 87100) to Chapter 1 of Part 51 of the Education Code, relating to community colleges.

[Approved by Governor September 13, 1978. Filed with Secretary of State September 14, 1978.]

LEGISLATIVE COUNSEL'S DIGEST

SB 1620, Greene. Community Colleges: employees: affirmative action.

Existing state and federal law prohibits discrimination in employment. Also, the State Board of Education and the Board of Governors of the California Community Colleges have adopted regulations requiring each public education agency to develop and implement an affirmative action employment program.

This bill would require the governing board of each community college district to establish an affirmative action employment program.

The bill would require the Board of Governors of the California Community Colleges to adopt rules and regulations pertaining to affirmative action employment programs.

This bill would provide that, notwithstanding Sections 2231 and 2234 of the Revenue and Taxation Code, there shall be no reimbursement pursuant to those sections nor shall there be any appropriation made by this bill for a specified reason.

The people of the State of California do enact as follows:

SECTION 1. Article 4 (commencing with Section 87100) is added to Chapter 1 of Part 51 of the Education Code, to read:

Article 4. Affirmative Action Hiring

87100. The Legislature finds and declares that:

(a) Generally, California community colleges employ a disproportionately low number of racial and ethnic minority classified and certificated employees and a disproportionately low number of women and members of racial and ethnic minorities in administrative positions.

(b) It is educationally sound for the minority student attending a racially impacted school to have available the positive image provided by minority classified and certificated employees. It is likewise educationally sound for the child from the majority group to have positive experiences with minority people which can be provided, in part, by having minority classified and certificated employees at schools where the enrollment is largely made up of majority group students. It is also educationally important for students to observe that women as well as men can assume responsible and diverse roles in society.

(c) Past employment practices created artificial barriers and past efforts to promote additional action in the recruitment, employment, and promotion of women and minorities have not resulted in a substantial increase in employment opportunities for such persons.

(d) Lessons concerning democratic principles and the richness which racial diversity brings to our national heritage can be best taught by the presence of staffs of mixed races and ethnic groups working toward a common goal.

It is the intent of the Legislature to establish and maintain a policy of equal opportunity in employment for all persons and to prohibit discrimination based on race, sex, color, religion, age, handicap, ancestry, or national origin in every aspect of personnel policy and practice in employment, development, advancement, and treatment of persons employed in the public school system, and to promote the total realization of equal employment opportunity through a continuing affirmative action employment program.

The Legislature recognizes that it is not enough to proclaim that public employers do not discriminate in employment but that effort must also be made to build a community in which opportunity is equalized. It is the intent of the Legislature to require educational agencies to adopt and implement plans for increasing the numbers of women and minority persons at all levels of responsibility.

87101. For the purposes of this article:

(a) "Affirmative action employment program" means planned activities designed to seek, hire, and promote persons who are underrepresented in the work force compared to their number in the population, including handicapped persons, women, and persons of minority racial and ethnic backgrounds. It is a conscious, deliberate step taken by a hiring authority to assure equal employment opportunity for all staff, both certificated and classified. Such programs require the employer to make additional efforts to recruit, employ, and promote members of groups formerly excluded at the various levels of responsibility who are qualified or may become qualified through appropriate training or experience within a reasonable length of time. Such programs should be designed to remedy the exclusion, whatever its cause. Affirmative action requires imaginative, energetic, and sustained action by each employer to devise recruiting, training, and career advancement opportunities which will result in an equitable representation of women and minorities in relation to all employees of such employer.

(b) "Goals and timetables" means projected new levels of employment of women and minority racial and ethnic groups to be attained on an annual schedule, given the expected turnover in the work force and the availability of persons who are qualified or may become qualified through appropriate training or experience within a reasonable length of time. Goals are not quotas or rigid proportions. They should relate both to the qualitative and quantitative needs of the employer.

(c) "Public education agency" means the Office of the Chancellor and the governing board of each community college district in California.

87102. The governing board of each community college district shall submit, not later than January 1, 1980, to the office of the Chancellor of the California Community Colleges an affirmation of compliance with the provisions of this article. The affirmative action employment program shall have goals and timetables fc its implementation. The plans shall be a public record within the meaning of the California Public Records Act.

87103. The office of the Chancellor of the California Community Colleges shall render assistance in developing and implementing affirmative action employment programs to community college districts under his jurisdiction.

87104. The office of the Chancellor of the California Community Colleges, out of funds appropriated for such purposes, (1) shall provide assistance to local community colleges in adopting and maintaining high-quality affirmative action programs; (2) report to the Legislature, by July 1, 1980, regarding the number of districts which have adopted and are maintaining affirmative action programs, including the effectiveness of such programs in meeting the intent of this article; and (3) develop and disseminate to public community college districts guidelines to assist such agencies in developing and implementing affirmative action employment programs.

87105. The Board of Governors of the California Community Colleges shall adopt all necessary rules and regulations to carry out the intent of this article.

87106. Any activities undertaken pursuant to this article shall be subject to the provisions of Title VII of the Federal Civil Rights Act of 1964, and amendments thereto.

SEC. 2. This act is substantially a codification of regulations adopted by the Board of Governors of the California Community Colleges which require local community college districts to have developed an affirmative action employment program. Since the affirmative action programs mandated by this act are presently required of community college districts, it is the intent of the Legislature not to reimburse local educational agencies for program expenditures required prior to the enactment of this act.

Therefore, notwithstanding Sections 2231 and 2234 of the Revenue and Taxation Code, there shall be no reimbursement pursuant to those sections nor shall there be any appropriation made by this act because there are no new duties, obligations, or responsibilities imposed on local educational agencies by this act.

O

UNIVERSITY OF CALIFORNIA
ERIC CLEARINGHOUSE FOR
JUNIOR COLLEGES
96 POWELL LIBRARY BUILDING
LOS ANGELES, CALIFORNIA 90024

MAY 8 1981

94 110